December 1970

The Labour Gazette

CHICAGO PUBLIC LIBRARY
DEC 29 1970
DOCUMENT

What use to industry are recent university graduates whose only practical skills are minor ones they gleaned from summer jobs? How can some students ease the financial burden of attending university? One answer is the co-operative program available at the University of Waterloo. See "The Case for the Co-operative Curriculum," p. 840.

The Labour Gazette
Official Journal Canada Department of Labour

Vol. 70, No. 12/December 1970

834 News Briefs
836 50 Years Ago
838 Labour Relations Around the World
839 Book Reviews
840 The Case for the Co-operative Curriculum
846 Spotlight on the Economy
851 Building on the Best—TUC Style
855 No One Under 60 Need Apply
856 Labour Legislation in 1969-70
Part 1: Labour Standards
Part 2: Human Rights
870 Price Indexes
872 Centralization in Collective Bargaining
875 Decisions of the Umpire
876 Unemployment Insurance Report
878 Conciliation
879 Certification
882 General Topics:
Wage Schedules
Employment Review
U.S. Employment
Unemployment Insurance Fund
884 Library List No. 261
887 Statistics Section; Labour Statistics

The contents of this publication may be reproduced either in whole or in part, provided that credit is given to The Labour Gazette.

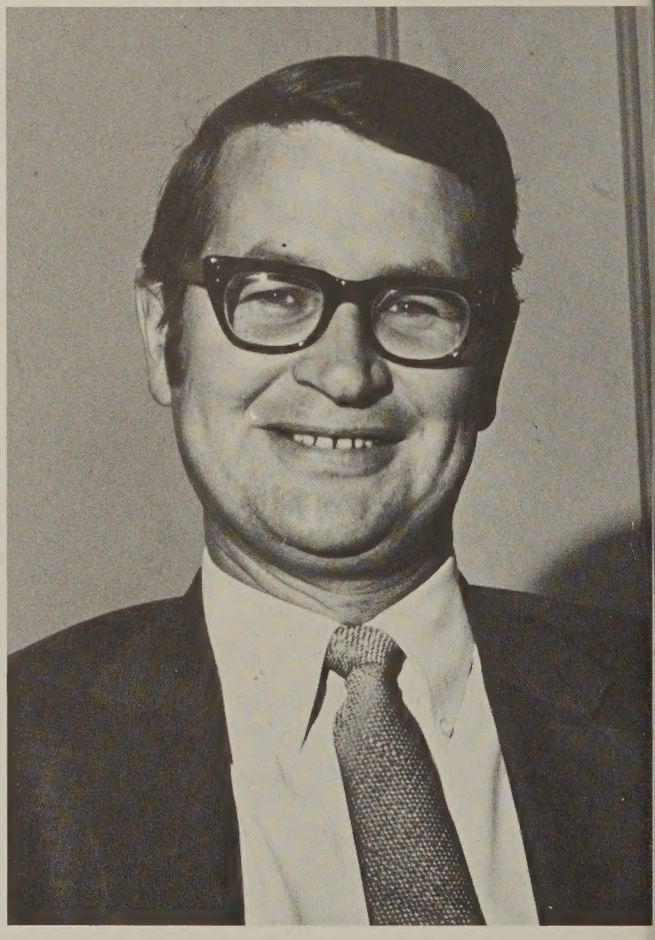
News briefs

■ **As of July 1, 1970, Canada's population was estimated at 21,406,000, an increase of 317,000 or 1.5 per cent since July 1, 1969.** This compares with increases of 317,000 between July 1, 1968 and July 1, 1969 and of 331,000 between July 1, 1967 and July 1, 1968. Provincial increases in the year ended July 1, 1970 were led by Ontario, with 185,000 or 2.5 per cent. The starting point of these estimates is the population count of the 1966 June 1 Census. To the provincial counts are added births and immigrants; deaths and estimated emigrants are subtracted and an allowance made for interprovincial migration.

■ The Canadian Welfare Council, at its annual meeting in September, changed its name to the Canadian Council on Social Development. **The program of the council will now centre on social policy formulation and promotion, organized around social development tasks.** Two of the council's former divisions—the Canadian Corrections Association and Community Funds and Councils of Canada—will become affiliated bodies with control over their own program and finances. The Council was formed in 1920 as the Canadian Council on Child Welfare, becoming the Canadian Welfare Council in 1935.

■ **Robert Mitchell is the new Director of the Lega Services Branch and Legislative Research Branch at th Canada Department of Labour.** Mr. Mitchell, 34, wa appointed by the Public Service Commission to th Department of Justice and assigned to the Departmen of Labour. Before joining the Public Service, Mr. Mit chell practised law for 10 years in Regina and Swif Current, Sask. A specialist in labour law, he acted o behalf of unions and management and appeared befor the Saskatchewan Labour Relations Board and the Sas katchewan courts, including the Court of Appeal.

The Legislative Research part of the branch that Mr Mitchell will head was formerly called the Legislatio Branch. L. P. MacLean will be Assistant Director o the Legal Services Branch and Miss Evelyn Woolne will be Assistant Director of the Legislative Research Branch.



Robert Mitchell

■ **Canadian National has changed its pension plan, allowing employees to retire at age 60 with full pension benefits earned to the date of retirement.** The early retirement will be allowed for all employees whose age and allowable service total 85 years or more. Under the old plan, an employee could retire at 55, if his age and allowable service totalled 85 years, but all early retirement pension payments were reduced according to a scale based on the number of years short of age 65. Under the new plan, employees may still retire at 55, but the pension reduction will be based on the number of years short of 60 at the retirement date.

■ **There has been an increase in cumulative fringe benefit costs of 2.74 per cent of gross payroll since 1967,** says the Thorne Group Ltd., Toronto, Management Consultants, in its 1970 report. The report, Fringe Benefit Costs in Canada 1969, was released in September. The 1969 total outlay for all employers, excluding the old age security item of 1.19 per cent, was 27.91 per cent of total payroll costs, or $1,992 for each employee. The comparable figure in 1967 was 25.17 per cent, or $1,595 for each employee. Therefore, **in terms of annual outlay in dollars for each employee, the average cost has increased by $397 in two years.** The number of employers who participated in the study was 115, and they represented a total of 366,637 employees.

The heaviest benefit outlay on an employer-wide basis was for vacation pay: an average of 5.20 per cent of payroll, and $377 annually for each employee (or 19 cents an hour). Comparisons of the total cumulative costs of fringe benefits between manufacturing industries and non-manufacturing industries do not vary greatly—27.18 per cent versus 28.58 per cent—the report notes. Comparisons by major groupings of benefits show that, in manufacturing industries: 11.81 per cent of payroll costs was spent to cover paid time off; 2.85 per cent for payments required by law (excepting old age security payments); 8.39 per cent for pension and welfare; 3.26 per cent for bonuses; and 0.87 per cent for non-cash benefits. In non-manufacturing industries: 15.20 per cent was spent to cover paid time off; 2.04 per cent for payments required by law; 9.54 per cent for pension and welfare; 0.80 per cent for bonuses; and 1 per cent for non-cash benefits.

■ **J. Elmer Blanchard, QC, Attorney General and Minister of Labour, Industry and Commerce for Prince Edward Island, died suddenly in September.** Mr. Blanchard, a native of Charlottetown, was 43. He was first elected to the P.E.I. Legislature in 1966 and was re-elected this year. After his first election, Mr. Blanchard was named Minister of Labour and Manpower Resources in the new Liberal Government of the province. He was admitted to the Bar of the province in 1953 and was named Queen's Counsel in 1966. The Minister of Fisheries, Bruce Stewart, will now be responsible also for the Labour, Industry and Commerce portfolio.

J. Elmer Blanchard

50 years ago

The first meeting at Geneva of the ILO's governing body; a ruling by British Columbia's Court of Appeal that the province had no power to exclude Japanese from employment on public works; a declaration by the Québec Superior Court that actions belonging to a minor must be brought in the name of his tutor; statistics showing that Montreal led Canada in number of employees, amount of salaries and wages, capital invested and production; the prohibition of work on Sundays in Ontario bake shops; socialization of Belgian industries; a strike of Parliament painters; and artificial limbs for Government employees—were topics discussed in the Labour Gazette of December 1920.

■ **In October, the first meeting of the International Labour Office at its permanent headquarters took place in Geneva, Switzerland.** The four previous sessions had been held in Washington, Paris, London and Genoa. Eleven of the twelve Government delegates attended, and all accredited representatives of employers' and workers' associations.

Various recommendations were passed: it was decided that a Government seat on the International Commission on Immigration should be offered to the United States. A request by the German Government that reports and records of the International Labour Conference be published in German sparked some involved discussion. It was eventually resolved to authorize the Director to take action pursuant to Article 396 of the Treaty of Peace, and within the financial limits of the budget, for the translation of the bulletin, and ultimately all ILO publications, into the languages necessary to ensure a wide circulation. Finally, a resolution was passed to direct the attention of the League of Nations to the failure of that organization to provide at the time they were needed the full sums required for the ILO's operation and allotted in the budget for that purpose. The members expressed the hope that arrangements would be made to forward the balance owing up to December 31 of that year.

■ **The British Columbia Court of Appeal ruled that the province had no power to exclude Japanese from employment on public works.** Although the Dominion of Canada had declared its agreement with the Japanese Treaty Act of 1913 signed by the United Kingdom and Japan, the British Columbia Government in its public contracts continued to discriminate against Chinese and Japanese workers. In a resolution passed by the province's Legislative Assembly in 1902, it had been stipulated that "in all contracts, leases and concessions of whatever kind entered into, issued, or made by the Government, or on behalf of the Government, provision be made that no Chinese or Japanese shall be employed in connection therewith." The B.C. Government therefore had inserted restrictions on those to be employed under its public works contracts and those contracts and leases concerning public lands. When the issue was submitted to the B.C. Court of Appeal, that body ruled that by a precedent established in an earlier Privy Council decision, all matters directly concerning aliens and naturalized persons resident in Canada were under the exclusive jurisdiction of the Dominion parliament.

■ **A minor employed in a Québec factory lost the tips of two fingers on his left hand in an accident at work. He brought an action in his own name against his employers under the Québec Workmen's Compensation Act.** He claimed that the machine he had been using was defective. He further alleged that the loss of his two fingers had compromised his musical career as a flutist. The defendants denied his allegations and attributed the accident to his own inexcusable fault.

In the opinion of the Superior Court the accident was not caused by the inexcusable fault of either the plaintiff or the defendants. The two physicians called by each side agreed that the plaintiff would be handicapped very little, if at all, as a labourer or for ordinary shop or factory work, but that he might be more or less incapacitated in special callings. The Court estimated this theoretical permanent disability at 6 per cent and stated that the plaintiff would be entitled to $18 per annum, or a capital sum of $340, if he had the capacity to institute an action. The Superior Court maintained, however, that actions belonging to a minor were to be brought in the name of his tutor, although a minor could bring action directly to recover wages. The action was therefore dismissed.

■ **A preliminary statistical survey of 44 industrial cities and towns in Canada, based on returns for the year 1918, was released by the Dominion Bureau of Statistics.** The figures showed that Montreal led Canada in the number of employees, amount of salaries and wages, capital invested and annual value of products. Toronto took second place, although individual establishments there were more numerous; the average annual rate of wages was also greater than in Montreal.

■ **According to a notice issued by the Trades and Labour Branch of the Ontario Department of Public Works, all special wartime permits and other concessions for Sunday work in bake shops were cancelled,** the setting of a sponge being the only work permissible. No employee was permitted to work more than 60 hours in one week, nor more than 12 hours in any 24 hours.

■ **The Belgian Trade Union Congress, on October 19, unanimously passed a resolution calling for the socialization of various industries;** the change was to be accomplished in successive stages, commencing with the railways, shipping concerns, coal mines, insurance companies, credit and banking institutions, and light and power organizations.

■ **In Ottawa, painters employed on the Parliament Buildings went on strike in sympathy with the decorators working for the same company in New York.** The strike began on October 11 and was settled by cancellation of the contract with the New York firm. Work resumed on November 16.

■ **By an order in council approved on September 25, the Department of Soldiers' Civil Re-establishment was authorized to manufacture and supply artificial limbs and other prosthetic appliances** to any other department of the Government of Canada, and to the various Workmen's Compensation Boards upon request, during such time as facilities existed for the manufacture and supply of these appliances to ex-members of the Forces.

Labour relations around the world

■ **A unique business venture, which seeks to make all its employees partners in it, has been started at Faridabad, near New Delhi.** The company's scheme envisages distributing 25 per cent of its profits among its employees, in addition to their salary and other benefits. According to a company spokesman, the scheme is the first of its kind in India. The company manufactures auto parts and is confident that its profits will be higher than normal as a result of this measure. Strikes and lockouts are not expected to occur. The operation will be supervised by an advisory committee comprising Members of Parliament, journalists and representatives of labour unions.

■ There appears to be an acute shortage of labour in Finland, especially in the south where almost all the country's industry is based. The number of unemployed constitute about 1.8 per cent of the labour force. Primary industry still employs one out of every four Finns. **Despite full employment in the industrialized areas of the country, the Government has been successful so far in restraining the inflationary spiral.**

"We are expecting a 7 per cent growth in real gross domestic product after the 8.3 per cent rise last year during our economic revival," says Tapio Koski, President of the Finnish section of the International Chamber of Commerce. Finnish exports during the period January to June 1970, were 20 per cent higher than in the first half of 1969. Imports are 24 per cent ahead of the 1969 period, largely because of high domestic demand. In order to restrain demand, the Finnish Government recently tightened credit restrictions on many consumer durables. The Finns have accepted credit controls and a tough incomes policy without much grumbling; and in return, they have achieved the unlikely combination of full employment and relatively steady prices.

■ **Rotterdam, the largest port in the world and one of the most modern and efficient, was paralyzed in late August and early September by its first dock strike since 1946.** More than 100 ships lay idle as 33,000 dockers and 800 tugmen in all Dutch ports came out in sympathy with a dispute over casual labour that originated in a small shipyard. The unions' main grievance was that casual workers were getting 10 per cent more pay than those employed on a regular basis, yet enjoyed identical social benefits and, because port business was booming, were, in practice, working full time. In the face of this, the unions demanded a 10 per cent pay increase and an end to the social benefits of part-time workers. Direct talks held between the unions and the employers resulted in the granting of a wage increase as a stopgap measure until the end of the year, when the collective agreement has to be renegotiated. The more militant workers, however, opposed a return to work and organized their own picket lines in an effort to get another increase. The unions were unable to control this development, as membership is not compulsory and only half the Rotterdam dockers belong to unions. The strike, which began August 29, finally ended September 16, when the dock workers were granted a wage boost of 25 guilders ($7.20) a week, bringing their average earnings to about $79.50 a week.

Book reviews

Labour Relations Law; cases, materials, and commentary compiled by a group of teachers of labour relations law known as The Labour Relations Law Casebook Group; Industrial Relations Centre, Queen's University, Kingston, Ont.; 585 pages; $15.00.

This volume covers in depth the major dimensions of labour relations law. Those who wish to gain an insight into the interplay between law and the socio-economic forces shaping it will find it particularly interesting and useful. In view of the current emphasis on public policy issues, the book is not only timely but should contribute greatly to better understanding of the law in this field. This volume may serve as a textbook for labour law and related industrial relations courses or as a valuable reference for practitioners in this area.

Planning for Safety: Canada Occupational Safety Manual, Part 1; Canada Department of Labour, Accident Prevention and Compensation Branch, Ottawa; in English and French; 50 cents.

This manual is intended to serve as a guide for persons who have been assigned the responsibility of developing and maintaining an accident prevention program. The factors dealt with are those that experience has proved to be the most effective in the development of a sound program. They apply to most enterprises because they are designed for the usual line and staff organization common to Canadian industry. They usually work well because they are capable of close integration with the other line and staff functions.

The manual comprises sections on policy, the safety officer, the safety committee, accident causation, investigation of accidents, statistics, and education and training. Succeeding parts of the manual, dealing with other aspects of an accident prevention program, will be issued by the Canada Department of Labour as its accident prevention work under the Canada Labour (Safety) Code is developed.

Income Maintenance, Tax Savings and the Incentive to Work, by L. A. Kelly; Industrial Relations Centre, Queen's University, Kingston, Ont.; 18 pages; $1.00.

One of the important points that emerges from this study is the interdependence of tax policies and social security and welfare payments, and the need to consider both aspects in assessing programs and policies in this field. The author, now an economist in New York, points out that "although a considerable body of research exists concerning the effects of income maintenance payments and of the personal income tax on the incentive to work, little or no attention appears to have been given to their possible combined effect on work incentive. This seems to be an important gap, for the two are interdependent." Dr. Kelly's paper examines how income maintenance and tax savings combine, in Canada, to raise the rate of compensation for loss of earnings, narrowing the differential between income received in and out of employment. It goes on to discuss the implications of this for benefit levels and the tax structure.

Code du Travail du Québec, by Philip Cutler; Les Livres du Toundra, Montreal, Qué.; 645 pages; $20.00.

This annotated edition of the Québec Labour Code is the fruit of research for a Ph.D. thesis that the author submitted in 1968 at the University of Montreal and later amplified. The 1964 Labour Code, and particularly the modifications that it underwent in 1969, made it necessary that the fundamental principles of collective bargaining in Québec be re-examined.

The author observes that the Code as it now stands determines more clearly the rights of parties connected with industrial relations, and that it will probably facilitate bargaining between trade unionists and their employers. Dr. Cutler's edition studies the Québec labour laws and compares them with those of the United States, Britain, and the other Canadian provinces. It assesses the influence that labour laws in existence elsewhere may have had on the Code and determines whether they apply to Québec. Dr. Cutler also examines Québec labour legislation prior to 1964.

The case for the co-operative curriculum

What happens to most of those high school graduates who have the ability to succeed in university but have no money? They go out to work. What happens to those who have worked for some years, have families and financial obligations requiring a steady income, but who realize that a degree would be the key factor in finding more interesting employment or making a success of their present careers? They either banish the dream or spend many long years taking what night courses they can. What use to industry are recent university graduates when their only practical skills are minor ones they were able to glean from summer jobs? Very little immediately. What answer can resolve all these dilemmas? One is now being tried successfully at the University of Waterloo in Southwestern Ontario.

Those responsible for policy at the University of Waterloo are among the new breed of administrators who are challenging the traditional concept of a university and are seeking to forge a bond between the academic community and the world of business. The university was conceived within the structure of Waterloo Lutheran University, primarily as a provincial-grant-getting device. J. G. Hagey, the then president of Waterloo College, gathered around him a Board of Governors for the non-sectarian Waterloo College Associate Faculties who favoured a new direction in university policy. **What ultimately resulted was the first co-operative university curriculum in Canada.** The University of Waterloo opened its doors in the fall of 1957 with an undergraduate engineering degree course and without university status. Today the fledgling has acquired full university accreditation and offers a variety of courses, many in the normal academic mold.

The co-operative feature remains a vital tool, however, and has stimulated the development of non-engineering programs such as mathematics—computer science, actuarial science and statistics, as well as the teaching option—applied physics, applied chemistry, kinesiology (physical education) and recreation, and environmental studies (architecture). In the fall of 1969, slightly more than 50 per cent of the undergraduates at the University were enrolled in co-operative courses, and from an original class of 72 engineering students, enrollment in that faculty alone had grown to 2,587. Meanwhile, other Canadian universities have patterned themselves on the Waterloo formula: the University of Sherbrooke offers engineering and business administration, and Memorial University in Newfoundland has an engineering program, as does the University of Saskatchewan, Regina Campus. The system has been adopted also by many of the new community colleges, for example, Humber and Seneca in Toronto.

To evaluate the success of the Waterloo formula, an examination should be made of the oldest co-operative program in existence at the university—engineering. When the Board of Governors devised the prototype engineering course, they presented it to the Canadian Engineering Institute, the National Conference of Canadian Universities and the education committee of the Canadian Manufacturers' Association. One hundred major Canadian companies were surveyed for their reactions. The replies resulted in one deletion from the original scheme: the plan to allow an opting out at the end of the first two years of the regular program into a final year qualifying the individual as a technician was dropped. Business, the professional societies and academic circles alike were united in their condemnation of the proposal; they stated that it would detract from the academic prestige Waterloo was seeking to build. The strength of the unfavourable reaction was, in fact, to taint Waterloo's reputation for the first few years. The general public received the impression that, far from being a university, Waterloo was a trade school on a grand scale. The basic structure of the co-operative program approved 12 years ago has survived to gain greater appreciation today, however.

The principle behind co-operative education is that there should be no separation of academic programs and work experience. Both are pre-requisites to a sound education and should be present in the student's formative years. The university year at Waterloo has therefore been extended to a full 12 months divided into three equal periods; the student normally spends one term off campus on a work assignment, the following term in the classroom, and then repeats the cycle. Although engineering students begin and end their undergraduate careers together on campus, in the intervening years they are split into two streams so that one group can undertake a work term while the other returns to class. Unlike many American institutions utilizing the co-operative system, placement is restricted to work offering experience relevant to the student's curriculum. Placement is one of the responsibilities of the Department of Co-ordination and Placement. This Department attempts to maintain a liaison with approximately 1,200 co-operative employers and with faculty, administration and students. Co-ordination in this field is the function of a group of carefully selected men who must cope with problems of present co-operative employers while searching out new contacts to absorb the ever-expanding undergraduate enrolment in the co-operative programs. Those fulfilling an engineering function must preferably have a degree in engineering and must definitely be

members of the Association of Professional Engineers for Ontario (APEO). All co-ordinators must return to the university campus for the placement interviews held three times a year.

The placement interviews are the focal point of the preparation for a work term. Before each period of mass interviews, job notices based on information provided by the employers are posted on the Co-ordination bulletin board. Students may apply for up to 12 interview appointments, although there is no mandatory number that they must apply for. Employers are provided with background information on the applicants and may pre-select those they wish to see. After the interviews, which run about 20 minutes each, employers and students rate one another on the computer cards supplied by Co-ordination. A final matching-up is then done by a computer, with the bias set slightly in favour of the

employers in case of a tie. Co-ordination and Placement informs both parties of the final selection, and the student is directed to make his own arrangements for reporting for work. Once a student has signed up for an interview, he is required to accept employment with that company if he is matched with it. Only exceptional circumstances, explained personally to Co-ordination and Placement, can remove this obligation. Approximately 93 to 94 per cent of the students are normally placed successfully by this system; Co-ordination will intervene to attempt to find jobs for those who are left.

Normally a student is expected to stay with an employer for two consecutive work terms. In his first term, he acquires the skills needed to perform the duties of the position; in the second, the employer receives the return on his investment. The student may then choose to move on to gain broader experience or, if his employer is willing, may stay with the same company for all six work terms. Experimentation at the undergraduate level is, of course, preferable to indecision about a career specialty after graduation. There is no slack in the work term; it is a fully integral part of the university degree program. A student is expected to demonstrate professionalism in his work attitude as well as in the physical performance of his duties. Supervisors are urged to keep co-operative students fully informed of their progress so that the evaluation chart made up at the conclusion of a work term is no surprise to the subject. Students also prepare a report for each work term to be graded by the co-ordinators or faculty in the first term and, preferably, by the specific employer thereafter. A completed copy of the report is supposed to accompany the student on his return to campus. Field co-ordinators are used to iron out potential conflicts between students and employers. Each student is aware, however, that failure on a work term can result in rejection from the program. Failure during a study term is not necessarily an equal disaster. Employers have often been known to carry a student over for an additional work term to allow him to repeat the missed study unit when the university schedule permits.

The American experience

The United States experience with co-operative education was subjected to a study in the spring of 1960 sponsored by the Thomas Alva Edison Foundation. The study committee compiled a list of the advantages and the problems associated with the co-operative system, and made recommendations designed to ensure the extension of co-operative education, particularly at the college level. Among the advantages the committee discerned were the new meaning given to studies, the closer tie-in between theory and practice, the increase in student motivation, the increase in student maturity, and a greater orientation toward the work world. It also noted that students who could not afford the cost of continuous tuition, or those discouraged by the emphasis on pure study were attracted in greater numbers. The college faculty was kept in contact with the developments in the larger world of business, industry and the professions, and the college facilities were used more fully. From such a program came a flow of "trained personnel" who had a "head start in salary and position." Finally, the college assumed a more vital role in its community because of its active participation in the day-to-day work world.

Problems do arise, however. In most co-operative programs, an extra year is required to complete undergraduate studies, although this would not be considered a particular disadvantage by those who would otherwise

not have been able to afford a college education. Co-operative programs require extensive planning; co-ordinators must therefore be hired, as well as extra faculty, to cover a year-round operation. Co-ordination must be carried on also by the participating employers. To ensure that the work part of the course is as effective as possible, companies must provide a planned mobility within their own ranks. They must realize that co-operative education is not simply "a cheap means of getting trained men and women." Outside factors can also present drawbacks: business recessions, for instance, can disrupt student placement if training budgets are reduced or eliminated. The committee did not see that any of these problems would assume major proportions if "adequate co-ordination is provided both by the college and the employers" and if "the employers provide necessary stability to the employment opportunities for students."

To spark a faster extension of the co-operative system throughout the U.S. colleges, the committee formulated a number of recommendations: greater imagination ought to be incorporated in the planning for the courses—flexibility, they noted, was mandatory for success. The faculty members must be intimately involved in the planning and co-ordination process to allow them to adapt their teaching to the exigencies of the system. Most important of all, the committee wished to see "a close and responsible relationship between the employer and the college in the planning of work experiences, in the selection of students qualified to undertake the job assignments, and in maintaining a relatively stable level of co-operative employment through the fluctuations of the business cycle." The committee hoped also to see an extension of co-operative education into much wider fields, including such occupational areas as teaching, social work and the public service, and into the liberal arts programs. To draw in more students, they advocated that a greater effort be made to inform young people still in high school about the advantages of the system.

Waterloo program

Ten years later, in the Canadian context, the co-operative engineering program at Waterloo can be subjected to a similar dissection.

From the viewpoint of participating employers, the program has, on the whole, been worthwhile. Stelco of Hamilton, for instance, was one of the original group approached to initiate the co-operative engineering work terms. In common with many other employers, the company's motivation was not purely altruistic. Although the project offered a chance for fixing the company in the public mind as a community benefactor, its managers also discerned some very practical advantages: they hoped to be able to use the system to spot talented young engineers early in their undergraduate years, to assess them on the job, and to attract them back as graduates with proven business experience. Time has passed and there have been some disappointments, admit company representatives, but the firm is still committed to the program in its own self interest.

Improvements could be made, however. **Employers would like to see the field co-ordinators spread their efforts into the large group of small businesses to find more job openings, rather than rely on the large companies already participating to continually extend their support.** The Ontario Department of Highways noted that it must find jobs not just for Waterloo students, but also for undergraduates from a variety of other universities seeking summer employment and for the wave of technicians expected from the newly founded community colleges.

Not all companies offer the planned increase in responsibility on work terms that facilitates the smooth co-ordination of the work and study portions of the co-operative engineering degree. One of the outstanding examples where complete harmony has been achieved, however, is the Ontario Department of Highways. Students, even at the relatively undesirable Level 1A—one study term only completed—are welcomed and introduced into the appropriate slot of a total development program. All students coming to DHO are required to spend three work terms on survey work, although the stipulated number can be reduced to one term if the new arrival has acquired considerable experience in surveys on other terms. At the beginning of the fourth term, the student is given his choice of areas to work in—usually planning, design or critical path functions. Always, on returning, the student is expected to assume greater responsibility. **Graduates hired as permanent staff do not step out of this planned progression to the upper ranks. Instead, they are put into a development program where they ordinarily spend one year as an engineer on survey and one year as a project engineer with winter reassignment before being given a choice of specialization in the third year.**

Small companies cannot afford the luxury of assigning students to set areas for specific periods to allow them to gain experience. Their policy is much more likely to follow the pattern of putting a student where the need is greatest. Some are only intermittent employers—hiring students at irregular intervals because of a fluctuating workload. Often too, a small firm is more interested in a student in the third year or higher who, in his short term with the company, can contribute a major effort to one of the money-making ventures on which the firm is dependent for its continuation. Students assigned to these firms may thus derive the benefit of more responsibility at an earlier stage, but not the opportunity to experiment in a number of fields.

Participating employers hold a high opinion of the calibre of students obtained from the Waterloo engineering course. "Work-oriented," "self-sustaining," "independent," "uncomplaining"—these are a few of the words personnel representatives use to describe them. One employer expressed a slight temporizing, later reflected in student opinions, that engineering as a profession instills many of these qualities, and co-operative degrees merely emphasize them. Summer students from other engineering schools, therefore, are welcomed in industry, but the flood of applicants onto the market at the one time cannot be absorbed; the availability of co-operative students on a year-round basis is preferred.

The skills of graduates from the Waterloo program are considerably more marketable than those of graduates from non-co-operative programs. Because Co-ordination and Placement has attempted to limit work-term experience to useful projects, the students usually emerge with a strong preference for a particular engineering specialty and choose their first jobs accordingly. Employers find that they fit into permanent staff positions more quickly. They also note that students naturally look to co-operative employers after receiving their degrees, although not necessarily to those with whom they spent a work term.

From the first years of co-operative engineering at Waterloo, there has been a determined attempt to maintain close contact with participating employers. In 1958, the

Industrial Advisory Council was established to "bring guidance from industry." Meeting twice a year, the Council discusses problems and makes recommendations on the engineering, applied chemistry and applied physics courses. The Council is now composed of 18 members, each representing a type of industry for a period of four years.

Student attitudes toward Waterloo's co-operative engineering program were predictably harsher on several counts. The opinions seemed to mellow, however, as the undergraduate neared the completion of his degree. One recent graduate summed up the thoughts of many when he said, "I consider an engineering student mature when he stops blaming Co-ordination for the sampling of jobs covered." Such students suffered from no delusions about the perfection of the Department of Co-ordination and Placement, but, unlike members of the undergraduate body, they were prepared to deem the system the optimum under present conditions. They allowed for the vast numbers of students to be placed each quarter, the constant quest for new employers and more job openings, and even the failure of some students to give a positive impression at their placement interviews or to show initiative on the job. Still, there were criticisms voiced by all. Many thought the field co-ordinators were far too industry-oriented. Most admitted that this situation was predicated by the essential role of placement in the co-operative scheme; however, they typified engineering field co-ordinators as too old and too conservative. Students agreed that the central Co-ordination office personnel had more affinity with their problems than did its field men.

There were a few other sour notes. Employers were criticized for supplying inadequate job notices, and for sending makeshift interview teams. Mature students—those returning to school after years in the work-world—were annoyed at employers' rigid adherence to salary levels scaled to the student's progress within the co-operative degree. They were appalled at the lack of monetary allowance for previous relevant experience, and protested particularly vehemently because of the severe effects that inadequate financing could have on their university careers. Financing also worried those direct entries from high school who had come to Waterloo hoping to be able to earn their way as they went. Most found it difficult to earn enough during a work term to pay living expenses for that term as well as the complete costs of the following study term.

Women are conspicuously absent from the co-operative engineering program. Research in the United States had indicated that a co-operative program might attract more women. And it does—to applied mathematics, for instance, where an estimated 45 per cent of the undergraduates are female; but not to engineering. It is not that the women are eliminated in gross numbers; they simply do not apply. Nonetheless, some women have not only entered the program but have been graduated.

The Dean's Committee, composed of four students—two from each stream—faculty representatives, co-ordinators—including one field co-ordinator—and, on occasion, the Director of Co-ordination and the Dean and Associate Dean of Engineering, is charged with examining co-operative engineering after twelve years of operation at the University of Waterloo. **The student representatives have already prepared a detailed brief on the changes necessary to institute the ideal system.** Among other recommendations are the relocation of the Co-ordination and Placement Department in the same building as the faculty, more meaningful assignments on the work term, and a better marking system for the work reports. Some action has already been taken: one member of Co-ordination has been relocated in the engineering building to allow freer access by students with problems. Since May 1970, the marking process for work reports has also been revamped, with the faculty assuming a fuller role. Other proposals before the committee include a suggestion that field co-ordinators be temporarily reassigned to positions on the faculty to allow them to update within the academic engineering environment and to provide a closer relationship with students. A further proposal by the students would locate a career counsellor—a representative of Co-ordination—in an office next to Personal Counselling.

A second vehicle for student expression is the Student Advisory Council. Now in operation for about one year, it represents all co-operative programs, and acts as a sounding board for student ideas. Copies of the minutes are sent to the Director of Co-ordination for his consideration. Informal feedback sessions with the Assistant Director of Co-ordination, and in-class suggestion hours also exist as channels between the operators of and participators in the system.

The Waterloo formula may be criticized on many grounds, but the faults are not so major as to suggest that it does not work. It does. The University has expanded and continues to expand in physical presence and in reputation. The same students who offered some of the harshest criticism were quick to point out the merit of a Waterloo education over that offered by traditional universities. **Perhaps one of the greatest indicators of the drawing power the University exerts on potential students is the admission of one senior undergraduate that he had forfeited a scholarship elsewhere to attend Waterloo's engineering school and work his way through.**

Spotlight on the economy

Part 1

Patterns of Growth, the Seventh Annual Review published by the Economic Council of Canada projects a substantial shift in emphasis when compared with the reports of preceding years. In keeping with its aim of providing increasingly accurate "periodic assessments of the medium-term potentialities for Canada's growth and development," **the Council enters the 1970s by redirecting its focus from the economy as a whole to "a more comprehensive and systematic appraisal of potentials on an industry basis."**

The 1970 Review is intended to provide background for this task by "considering how public and private policies might be adjusted to encourage more efficient use of limited productive resources." It also outlines the international trade policy issues that will be facing Canada in the next decade. Unlike past Reviews, this year's does not contain chapters on economic performance in relation to medium-term goals. These will be issued a a separate "performance report" toward the end o October.

Although misgivings are expressed in some quarter about the pursuit of economic growth, **the efficient us of resources to satisfy a multiplicity of social and indi vidual wants remains an economic imperative, the Revie maintains.** Productive efficiency may be gauged by mea suring "factor productivity"—the margin by which th rate of growth in output varies from the combined rat of change in labour and capital inputs. Among differen sectors of the economy during the 20 years from 194 to 1967, annual trends in growth and the component of growth varied widely. In general, price increases i the survey period were less pronounced in industr sectors (primary industries, mining, manufacturing, uti lities) that show relatively high rates of factor-producti vity growth. Price increases were highest in the servic sectors and construction, which drew much of thei growth from labour input rather than productivit growth. In fact, the highest rates of price increases oc curred in the two service industries in which there wa no gain at all in factor productivity—finance, insuranc and real estate, and business, community and persona services. A comparatively low rate of increase in capita investment, however, does not rule out relatively stron advances in productivity.

When changes in the development of growth components are compounded over a long period, the Review continues, the pattern of total economic activity is altered substantially. Thus, in two decades, the relative significance in the economy of such activities as farming, forestry and fishing diminished, while service industries grew to account for about 60 per cent of total employment and output. The position of the other goods-producing industries did not change over the two decades; they account for about one third of employment and two fifths of the value of production.

Because change is the essence of growth, the Review observes, policy broadly should aim at removing obstacles to change. **"In too many cases in the past, undesirable rigidities or distortions in the Canadian economy have resulted from tariff policies, subventions and subsidies, certain regional and transportation policies, lack of effective manpower-mobility programs, and lack of competition," states the Review.** The role of competition can be crucial to the process of appropriate change. This has been a major theme in the Council's work, especially in the analysis of scale and specialization in Canadian manufacturing and of competition policies.

Mining and manufacturing

Rapid growth of capital stock in mining—including metals, non-metals and fuels, but not processing or transport—was sustained throughout the 20-year survey period. But, in the most recent decade, there was no increase in employment and only narrow advances in factor productivity. The mining industry's capital requirements have expanded in importance as the scale of operations has grown, partly in order to tap lower-quality, deeper and remoter resources. Capital stock per employed person quadrupled over the postwar period. The increase in capital stock accounted for about half the industry's growth over the 1946-67 period. Total employment of labour by the whole industry did not increase in the decade to 1968, but costs of retaining the higher skills required have increased. Employment is not expected to increase markedly in the 1970s. Substantial expansion of the mining industries in the 70s will continue to depend on heavy capital investment. Other factors, including demand and taxation policies, could also have significant effects.

Output in manufacturing as a whole grew at an average rate of about 5 per cent a year in the 20-year survey period. Gains in factor productivity accounted for about two fifths of the growth. Rates of growth in output, and changes in the relationships among growth components varied among manufacturing industries, but, in general, rapid output growth has been associated with rapid advances in productivity.

Both capital and labour are perhaps being used less effectively generally in Canadian manufacturing than in counterpart industries in the United States, says the Council. Recent analyses show that output per person employed in Canadian manufacturing may be one third less than that in the U.S. The capital-output ratio also is higher in Canada.

Although there is little variation in costs of materials and fuels in comparable Canadian and U.S. industries, prices of manufactured products are often 5 to 10 per cent higher in Canada. In general, the better the relative productivity performance in Canada, the lower product prices appear to be in relation to those in the U.S. Differences in productivity performance between comparable Canadian and U.S. manufacturing industries appear to be related more to production specialization within establishments than to the size of the establishment. Although other elements may be important in achieving high productivity rates, establishments often do not need to be large to be efficient. "For many products, there would appear to be a 'virtuous circle' in which larger-scale markets facilitate increased specialization in production which, in turn, promotes relatively high levels of productivity; and the latter, in turn, tend to permit relatively lower prices in comparison with the United States, thus laying the basis for more competitive and sturdier growth."

The rate of expansion of manufacturing in the 1970s will depend on a number of factors, including productivity performance and developments in trade and relative prices. Emphasis on productivity improvements would become more important if the exchange value of the Canadian dollar remains above that of the 1960s.

Wholesale and retail trade

Wholesale and retail trade, the Review points out, now account for about one sixth of total employment and about one seventh of total output in the Canadian economy—almost one quarter of all output in the service sectors. Employment in wholesale and retail trade grew faster over the 1946-67 period than in manufacturing and the economy as a whole. There was also a relatively rapid growth in capital, but the amount of capital invested per employed person is still low compared with other areas of the economy. Factor productivity in this industry has grown relatively slowly—only half as much as in manufacturing. This is owing partly to slower gains in skill and experience than in other industries, fewer opportunities to apply labour-saving technology, and fewer chances to achieve economies of larger scale and specialization. The potential for productivity improvement in the distributive trades lies in the ease with which organizational changes and new distribution methods can be introduced.

Health care

Recent rates of growth in health care and education expenditures are simply not sustainable, the Review states. More effective use of resources in those fields requires urgent attention in Canada. The economic aspects of health care must become a matter of greatly increased concern, as costs soar and capital and manpower requirements grow rapidly. The share of the Gross National Product accounted for by total expenditure on personal health may amount to about 6.5 per cent in 1975, compared with 5.5 per cent in 1969 and 3 per cent in the mid-1950s. The demand for health-care personnel, whose earnings account for about 80 per cent of total health expenditures, is growing rapidly. Physicians perhaps, and dentists almost certainly, will be in short supply by 1975.

Soaring costs have been caused by increases in the quantity and quality of health services, a catching-up process in the wages of many categories of personnel, absence of incentives for economic efficiency, underdeveloped co-ordination of services, and limited long-range planning. In hospital care, evidence suggests that average costs decline, though not sharply, with increases in hospital size and utilization in relation to capacity.

It is important for economic, as well as for human and social reasons, that attempts to restrain costs should not limit the universality and comprehensiveness of health care. A small deterrent fee for unnecessary use of health services—perhaps a utilization charge—may not be inappropriate. Low-income consumers should be exempted from any such fee.

Among other suggestions made by the Council for greater effectiveness in the use of productive resources for health care are: term services that would shift some tasks to less costly personnel; changes in licensing to permit paramedical personnel to take over some professional services; consumer-organized group health centres; more use of less expensive but adequate facilities outside of costly hospital accommodation (for example, for mild, chronic, geriatric, ambulatory and convalescent cases); better regional co-ordination of services; more preventive health care; fuller utilization of facilities and equipment; and better management methods in hospitals and health-care centres.

Higher education

Education, according to the Review, is Canada's biggest "industry", with almost one third of our population connected with it on an involved fulltime basis. Education now accounts for about 8 per cent of the GNP, and is the biggest item in total government spending. This expenditure is expected to continue to increase at an average annual rate of about 8.5 per cent during the 1967-75 period, on a constant-dollar basis. Government spending on post-secondary education alone could well rise at an average annual rate of about 15 per cent in this period, the Council believes; but it points out that this would be below the 20 per cent annual rate of recent years. University operating costs and capital spending have been growing at twice the pace of enrolment and degrees granted, and the Council would like to see more widespread, systematic and intensive efforts aimed at increasing the effectiveness of these expenditures. The Council thinks, too, that the goals of higher education need to be clarified.

What is needed most, the Review points out, is increased awareness by those who make spending decisions—including many who bear no responsibility for raising the money—that efficiency and economy should receive prime consideration. Unnecessary duplication of courses should be eliminated, and closer co-operation between industries and community colleges fostered. Under provincial formula grants to universities, whereby per-student grants are designed to reflect the varying costs of different courses, universities may—in order to obtain more money—put an emphasis on those courses in which the grants may be out of line with unit costs, the Council maintains. Therefore, the claim that formula grants can help curb rising expenses would appear to be unfounded.

A number of arrangements for replacing some public financing of higher education with larger private (student) financing have been discussed in recent years. These might curtail long-term growth in government educational spending, but assurance is needed that no worthy student would be deprived of education. Significant economy might be achieved through: closer scrutiny of class sizes and teaching loads; tighter evaluation of the range of courses offered; rationing of expensive technology; and increased co-ordination between universities and other post-secondary schools.

International trade

There are good economic reasons for dissatisfaction with some of the results of Canada's commercial policies, the Review continues, especially the fostering of high-cost, rather unspecialized manufacturing industries. **A central consideration for commercial policy in the 1970s must be how best to obtain a better cost, productivity and competitive performance in manufacturing.**

The Council recommends that more frequent reviews of Canadian tariffs be conducted, with the aim of promoting industrial efficiency. Unilateral tariff reductions should be considered as part of a well-balanced, anti-inflation program if persistent and unacceptably high increases in industrial costs and prices occur in the 1970s. Agreement through GATT for free trade in selected industrial materials should be explored. Participation in a wider free-trade arrangement appears to many Canadians to be preferable to Canada-U.S. free trade, but the practicability of an early move to a wide free-trade area is open to serious question. There would be considerable problems in developing selective trade arrangements with the United States on the pattern of the auto pact. **The healthy development of Canada's trade requires vigorous participation in efforts to generate a positive response to the likely expansion of the European Economic Community, to resist use of non-tariff barriers, and to obtain better conditions for trade in farm products.** Seeking freer world trade patterns implies a willingness on Canada's part to provide genuine reductions in barriers to imports. Canada, the Review urges, should combat any turn toward protectionist trade policies in the United States or Europe, but be prepared to seek special exemption arrangements with the U.S. should such trends develop.

Should Britain enter the EEC, Canada ought to consider abolishing preferential tariffs affecting some British products and reducing tariffs on such imports from most-favored-nation trading partners to facilitate some accommodation to Canadian interests. With the projected development of big markets, big international firms and technological change in the 1970s, access to a large market for Canadian industrial products will then become even more important.

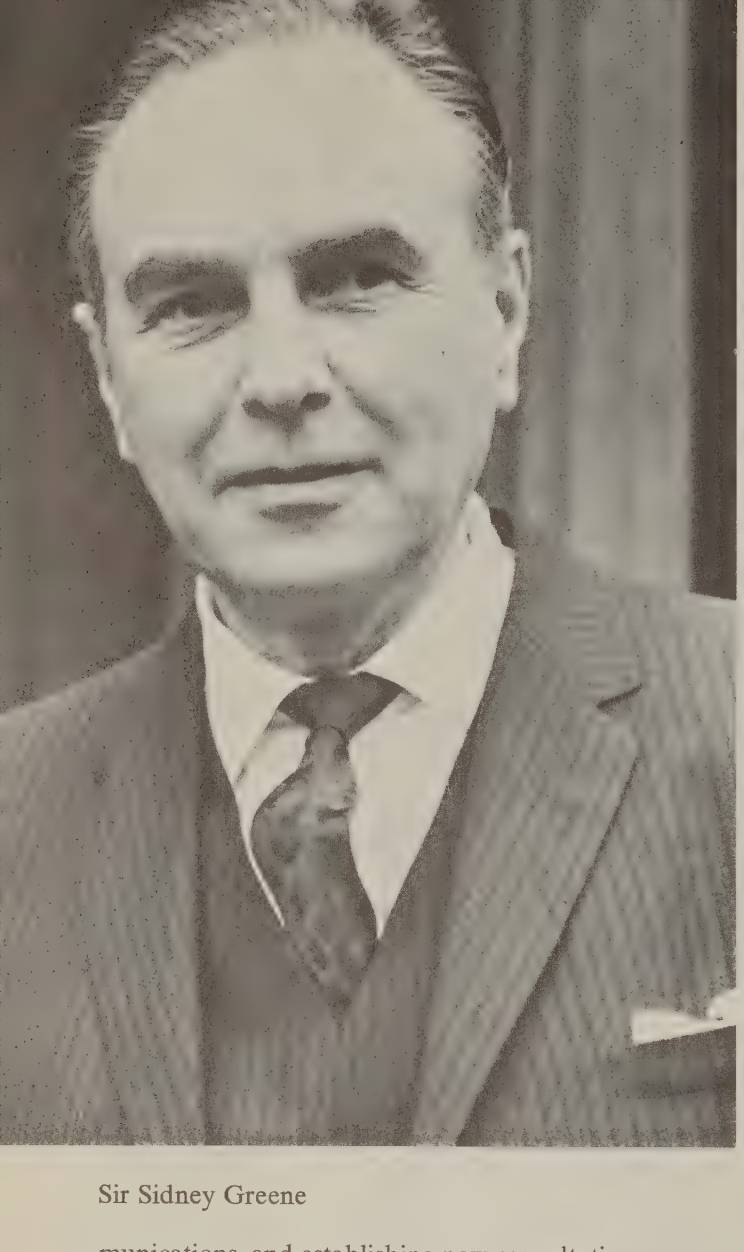
Building on the best—TUC style

Trades Union Congress President Sir Sidney Greene opened the 102nd convention with a warning that British industrial relations would be as smooth or as rough as the Government wanted to make them. He also warned against any cutting back of public expenditure; there was no evidence, he said, that this would act as an incentive to industry. Highlights of the convention, which was held in Brighton from September 7 to 11, included calls for an expansion of the economy, increased public expenditure, higher wages and a shorter working year.

Introducing the general council's interim report on the structure and development of the TUC, General Secretary Victor Feather said that **one effect of technological change had been to convince growing numbers of non-manual employees that they needed trade unions.** The spread of takeovers and mergers had shown how fragile was their belief that they were safe and would be looked after by their employers.

The report emphasizes that the best way in which the trade union movement could make progress was by building on the best of what had already been achieved, rather than by making abrupt changes for their own sake. It underlined the importance of recruiting more members and maintaining their membership. It looked outward to the place of trade unions in society and to the environment in which they operated. Workers' participation was re-emerging as a trade union aim.

The report emphasizes also that the use of the strike weapon must be sparing and intelligent, and that no one works in isolation; one man's strike can mean another man's layoff. It underlined the importance of education and training, and stressed the fact that investment of more trade union resources in both was necessary so that the rewards to the movement and to the community could be larger. The suggestion was made, too, that there be more specialist conferences for promoting the exchange of information, improving com-



Sir Sidney Greene

munications, and establishing new consultative arrangements in response to the unions' demands. Also proposed was a system of industrial committees that would survey and report on such matters as inter-union relationships, collective bargaining, wage structures, safety and health.

Mr. Feather told the Congress, that trade unions wanted to solve industrial relations problems by orderly methods, and he added that **it would be a tragedy if the Government tried to bring in legal sanctions.** If the Government used the law, the first casualty would be the willingness of the unions to come to agreement with employers. Unions would co-operate, he said, with any government in any fair and honest effort to get the economy onto an even keel; but he warned that no government could expect co-operation if it insisted on a rigid acceptance of dogmatic assertions based on speeches designed to win an election.

In an address on the economic situation, Feather made a strong appeal to the Government to allow the economy to expand, and this was backed by a Congress resolution, carried without dissent. The motion expressed grave concern at the upward trend in unemployment and economic stagnation, and it demanded that the general council press the Government to pursue an expansionist economic strategy that would steer away from incomes restraint so that the figure of over 600,000 unemployed would be reduced by industrial expansion and controlled investments within a full employment policy.

Calls for an "offensive strategy" to expand the economy and secure higher pay with shorter hours dominated TUC speeches on the third day of the convention. Jack Jones, leader of the Transport and General Workers' Union, led an attack on any proposals from the Government to restrain wages, particularly in the public sector. He was moving a resolution, passed unanimously, that opposed any attempt to use the public sector as an "example" to the rest of industry in curbing wage rises or to discriminate against any sector of the working population. Mr. Jones called for a higher national minimum wage, and he went on to suggest that holding down wages was not the best way to overcome the country's economic plight. Jones moved a motion that the Congress should declare its full support for the efforts of trade unions to secure higher wages and salaries and a shorter working year as part of the necessary process of sharing the benefits of technological change and reducing unemployment. The motion called for a wages strategy linked to a strong campaign to achieve the legitimate demands of the movement. It expressed total opposition to any policy restricting the right to defend and improve living standards, particularly those of lower-paid workers, and to any restrictions on bargaining, legally enforced or otherwise. The Congress gave the motion its unanimous approval.

Delegates expressed strong opposition to any government policy that sought to reduce public expenditure. The result was a motion to resist any attempts to impose charges on social and welfare services at the time of use, to reduce the quality and quantity of services available, to limit wage and salary increases to public sector employees, and to transfer sections of public enterprise to private industry. The motion called also on the Government to maintain and expand the growth of public expenditure.

Social justice would be the first casualty of a policy of wage restraint initiated at the expense of workers in the public sector, which included some of the poorest paid in the country, said Hugh Scanlon, President of the Amalgamated Union of Engineering and Foundry Workers. In a motion that was carried, he pressed for the preservation of the voluntary basis of the industrial relations system. The motion instructed the general council to give a vigorous lead to affiliated unions in resisting any interference with the trade unions' right of free collective bargaining.

By a big majority, delegates supported the general council's wait-and-see policy on British entry into the Common Market. Feather assured delegates that the trade union movement intended to try to influence the negotiations; but only when their outcome was known would it be possible to draw up a balance sheet, he said. A hard-line motion instructing the TUC general council to oppose entry was rejected, but by a narrower margin than was expected by its supporters, among whom was Britain's biggest union, the Transport and General Workers. Though the delegates overwhelmingly adopted a fence-sitting posture, the mood of the conference was clearly anti-Market. The EEC issue sparked off one of the liveliest debates at this year's convention.

British workers wanted to be able to celebrate the beginning of each new year in the proper spirit, said C. D. Grieve, of the Tobacco Workers' Union, so he moved a successful motion calling for at least two extra public holidays a year—May Day and New Year's Day—with an additional alternative day for Scotland, where New Year's Day is already a public holiday. M. Sharp, of the Chemical Workers' Union, seconded the motion and said that, in London particularly, May Day is a worker's day, and he prophesied that 1971 would see workers, in greater numbers than ever, taking that day off to join the demonstrations. As the workers did not seem to be able to negotiate the holidays, he said, the general council ought to press the Government to give the two extra days. They would be an incentive to production, he added.

A motion that all employees have the right to know what assessments have been made of their work, and that reports on employees, together with promotion procedures, should be in accordance with agreements entered into by managements and unions was carried. Terence Casey, Secretary of the National Association of School Masters, moved the motion, declaring that the basic function of the trade union movement was to secure equitable prices for labour. It was also important, he said, to see that skill and intelligence were fairly assessed and that employers used the most objective, accurate

Victor Feather

and up-to-date methods to do this. Delegates, by a show of hands, approved a motion calling on the general council to investigate job evaluation, measured day work and other related productivity schemes, and to discover whether these methods of work measurement provided adequate remuneration for workers.

The contrast between the trade unionists of yesterday, now drawing retirement pensions, and the more prosperous trade unionists of today was drawn by Jess Townend, aged 82, General Secretary of the Pattern Weavers' Society. He was supporting a motion calling on the general council to study, in detail, ways in which the trade union movement could contribute to the removal of basic causes of deprivation in specific areas. It was carried. An investigation into the wages and working conditions of employees in workshops for the disabled was successfully urged by T. J. Parker, Secretary of the National League for the Blind and Disabled. And a charter for the care of the elderly was proposed by the Chemical Workers' Union and accepted by the Congress. The motion said that retirement pensions should guarantee a living income for retired workers.

The Congress was told that there must be control over personal information in data banks in order to avoid a situation akin to the nightmare world of George Orwell's "1984." A motion saying that the Congress was deeply concerned at the growing accumulation of personal information in publicly and privately owned data banks was carried. It called on the general council to consider how to prevent abuse of the information.

Unopposed support was given by the delegates to a motion urging both the Government and general council to extend their patronage of the arts. It called on the Government and local authorities to act positively and urgently in providing support for an increase of live entertainment, and specifically to take whatever action was necessary to ensure implementation of the report of the Arts Council Theatre Inquiry, 1970. The general council was instructed to have regard to the need for improved cultural facilities and to encourage all forms of artistic talent and expression within the movement.

It was decided, too, that local government and National Health Service workers should be able to seek election to town and city councils, or appointment to hospital management committees and regional hospital boards. The delegates supported a motion, tabled by the National Union of Public Employees, instructing the general council to seek amendments to legislation to enable local authority employees to seek membership in their employing authorities, and for hospital employees to seek appointment to hospital boards. Another successful motion, calling for the help of all unions in efforts to establish the rights of workers at D. C. Thomson, Dundee, and any other industrial organization adopting trade union measures, was moved by Kenneth Morgan, General Secretary of the National Union of Journalists. The motion sought help in getting workers in such employment to join the appropriate union and to organize for their betterment and protection.

The Congress called on the Government to ensure that, when contract work is carried out for any government department or nationalized industry, it should be a prerequisite that the contractor employ organized labour. A motion asking the Government to investigate, and if necessary legislate against, the stranglehold on the distribution and exhibition of British motion pictures was passed. Delegates believed that this stranglehold endangered the livelihood of all film industry workers. The Congress approved also a motion, tabled by the Association of Teachers in Technical Institutions, expressing grave concern at the failure of large sections of industry and commerce to react more responsibly to the Industrial Training Act.

An attempt on the final day, September 11, to commit the Congress to take industrial action in an attempt to achieve equal pay for women was defeated. A motion welcoming the Equal Pay Act was carried. Mrs. C. Page, Union of Shop, Distributive and Allied Workers, said that equal pay legislation was of no value to those women employed in jobs where no male rates existed as a lever. G. H. Lowthian, speaking for the general council, said that the responsibility for achieving equal pay lay with the individual unions.

No one under 60 need apply

Workers over 60—a notoriously difficult group to place—are finding jobs in the state of Maryland, thanks to the efforts of "The Over-60 Counselling and Employment Service." A non-profit arm of the Montgomery County Federation of Women's Clubs, the organization exists to find employment primarily for senior citizens who, although they live in a locale where the average family income is just over $18,000, are trying to subsist on social security benefits alone. Mrs. Gladys M. Sprinkle, Director of the agency, noted that, although some clients wanted work just for the sake of work, the more usual case resembled that of the crippled widow who had to pay a rent of $88 a month out of a monthly income of $89.

Job openings are found through the State Employment Service, direct requests by employers, and just plain digging by agency volunteers. In 1969, 589 job seekers applied to "Over 60," and more than 450 were placed. The organization turned down more than 1,000 job offers because candidates were not available to fill them, or because they were judged unsuitable for older people.

The organization has found that 60 to 70 per cent of its clients need counselling to give them a more realistic outlook on the job opportunities for those over 60. Often sights have to be lowered: One man of 64 who had lost a $30,000-a-year job when an electronic equipment firm was reorganized had to settle for a modest salary earned by selling ad space in a suburban newspaper. Some have done exceptionally well, however: one 70-year-old retired civil engineer was hired by a firm of consulting engineers and has been busy ever since at a fee of $80 a day. **The important factor is a strong determination to obtain employment.** Sometimes clients carry this determination to astonishing extremes. One man beat his fist on the counsellor's desk, stating that this was the first time he had been out of work in 67 years, a situation not at all to his liking. He was finally placed as a night guard at the age of 86.

From a single office that remained open for three hours a day, three days a week in 1961, the agency has expanded to three offices. Although all space is provided free of charge, operating costs now run about $27,000 annually, including the salary of the director and seven part-time workers. The Federation of Women's Clubs itself provides from $8,000 to $9,000 annually, the remaining funds are made up by the Montgomery County Council and the Maryland State Commission on the Aging under Title 111 of the Older Americans Act, a federal Government program.

In 1966, "Over 60" began a project aimed specifically at training older women. Called the "Good Neighbour Aide Training and Placement Program," it trains women from 50 to 70 to take care of children and older people, and then places them in jobs in homes in their immediate neighbourhoods. The agency protects its trainees by enforcing a rigid set of guidelines for training, for minimum pay and for the kinds of work that are acceptable. "On the job, the Good Neighbour attends to the personal needs of an elderly person or a child, as a companion to the elderly or as a mother-substitute for the child," according to the guideline. "She may assist with feeding, bathing, dressing, planning and preparing meals, shopping, and tidying the house, but she is not committed to heavy housework or heavy laundry." The demand for the graduates of the agency's course is greater than the number of graduates. In 4 years, 175 have been trained, but last year alone, 971 job offers were made.

A similar project for men has now been initiated. Called the Senior Home Craftsman Program, its aim is to provide work for older men while supplying workers for minor repairs in private homes. The Washington Building Trades Council and the suburban Maryland Home Builders Association helped develop the concept. The first eight trainees have already been recruited and have attended an orientation workshop, but the agency has been slowed by the need to overcome the reluctance of some course members to be considered "handymen."

Cecil A. Hileman, Manager of the Montgomery County office of the Department of Employment Security, considers the agency's work with older workers invaluable. "It would be nice if the State had the capability to provide all the employment service needed in the county," he says, "but we do not—not by a long shot." "Over 60" gives this age group the time and consideration they need and that the State office cannot provide.

Labour legislation in 1969-70

Part 1: Labour standards

In the past year, the benefits extended to workers by labour standards legislation were significantly improved.

Ontario amended its Employment Standards Act to provide for notice of termination of employment in cases of both individual dismissal and mass layoffs and to improve wage protection available to workers. It also passed the Women's Equal Employment Opportunity Act, which protects employees against discrimination in employment because of sex or marital status and provides for maternity leave.

Alberta also increased protection for women workers by rewording the equal pay provisions of its Labour Act. This was one of many changes made to the Act.

The field of wage protection received considerable attention. Manitoba and British Columbia, as well as Ontario, overhauled their wage protection laws, and some changes were made in Alberta, Québec and New Brunswick.

In addition, annual vacation provisions were improved in Ontario, Nova Scotia and Newfoundland, public holiday benefits increased in Manitoba and Alberta, and standard hours of work were reduced for some groups of workers in Manitoba and Québec.

All jurisdictions, including the federal jurisdiction, increased minimum wage rates.

On June 1, Newfoundland proclaimed in force three labour standards laws passed last year—those governing annual vacations with pay, notice of termination of employment, and weekly rest.

Minimum wages

The Canada Labour (Standards) Code and regulations were amended to increase the federal minimum wage rates from $1.25 to $1.65 an hour on July 1, 1970 for employees 17 years of age and over, and from $1 to $1.40 on July 22 for employees under 17.

The **Yukon and Northwest Territories minimum wage rates** were raised from $1.25 to $1.50 an hour, the former on May 1, 1970 and the latter on September 1, 1970.

The **Newfoundland Minimum Wage Act** was amended to allow the Minister of Labour to set special minimum rates for handicapped employees and to establish a three-year time limit for prosecutions under the Act.

Since September 1, 1969, all ten provinces have increased minimum wage rates or have announced increases that will come into effect at a future date.

Alberta provided for a two-stage increase in minimum rates and increased the deductions allowed for board and lodging.

The general rate for employees 18 years of age and over was increased from $1.25 to $1.40 on April 1 and to $1.55 on October 1. The rate for employees under 18 was correspondingly increased by 15 cents at a time to reach $1.40.

Minimum rates for students employed part time, commercial travellers and inexperienced female garment workers were also raised in two stages.

British Columbia issued a general minimum wage order that established a rate of $1.50 an hour, effective May 4. The new order is a consolidation of nine separate orders, most of which had set a minimum of $1.25 an hour.

The rates for the fresh fruit and vegetable industry and resident caretakers in apartment buildings with five or more suites were also increased.

Manitoba made a provisional increase in its minimum rate from $1.25 to $1.35 an hour on December 1, 1969 (employees 18 and over), pending the final report of the Minimum Wage Board. The rate was further increased to $1.50 on October 1. The rates for young and inexperienced workers were increased correspondingly.

The general regulations under the Employment Standards Act were reissued, among other matters increasing the deductions allowed for room and board and deleting the limits formerly placed on the hours of overtime that could be worked by women.

Effective January 1, 1970, **New Brunswick increased its general minimum wage rate** from $1 to $1.15 an hour. Lower rates are set for handicapped workers, apprentices and casual employees.

Newfoundland raised its minimum wage rates by 15 cents on July 1. Men over 18 are to receive at least $1.25 an hour and women over 18 at least $1 an hour.

The order, except for overtime rates, was made applicable to farming, which is defined to include the planting, cultivating and harvesting of farm produce and the raising of livestock and poultry, but not the production of fruit and vegetables in greenhouse and nursery operations. Previously, farming and market gardening were entirely excluded.

Fish processing is no longer excluded from the overtime provisions, which require the payment of one and one half times the minimum rate after 48 hours in a week.

The age division between adult and young workers was lowered from 19 to 18 and deductions for board and lodging were established. Previously, a special order governing the hotel and catering industry set a limit on charges per meal.

Nova Scotia announced a two-stage increase in its general minimum rates for 1971 as well as increases in all industry rates.

The rates for men are to be increased by 5 cents and for women by 10 cents on January 1, with a similar increase on July 1, 1971. Men 18 and over in Zone I, who at present must receive $1.25 an hour, must be paid $1.35 by July 1; women, currently paid $1 an hour, must receive $1.20. Similar increases are provided for workers in Zone II. Zone I, which embraces the six larger urban centres, will be extended to include Antigonish and Port Hawkesbury.

Ontario raised its general rate from $1.30 an hour to $1.50 on October 1, and to $1.65 on April 1, 1971. On the same dates, the minimum rate for the construction industry was increased to $1.75 and $1.90 from the previous rate of $1.55 an hour.

In Prince Edward Island, the minimum wage rate for men was increased from $1.10 to $1.25 an hour on September 1, 1969. Potato warehousemen were brought up to the general rate as of January 1, 1970, and food processing workers as of December 1, 1970.

An order gazetted on August 15 introduced overtime pay requirements for men, similar to those contained in the women's minimum wage order. Overtime pay at the rate of one and one half times the minimum rate must be paid after 48 hours in a week. Persons engaged in road building must be paid overtime after 96 hours of work in any consecutive two weeks. Standard hours of work for employees in the food processing industry during the harvesting and processing season are 60 in a week.

Québec provided for a four-stage increase in minimum rates for employees governed by General Order 4 and the ordinances governing the service industries and the hotel and restaurant industry. In these orders, the zone system is being abolished and province-wide rates introduced on May 1, 1971. Currently the province is divided into two zones: the Greater Montreal area and the rest of the province.

The increases provided in the general order for employees 18 and over are as follows: from $1.25 in Zone I and $1.15 in Zone II to $1.35 and $1.30 on May 1, 1970, to $1.40 and $1.35 on November 1, 1970, then to $1.45 province-wide on May 1, 1971, and eventually to $1.50 on November 1, 1971. Lower rates are set for employees under 18. The hotel and restaurant and service industry rates are also lower.

All three ordinances discontinued special rates for probationary employees and increased the deductions allowed for board and lodging.

Significant changes were made in the hours of work and overtime provisions of these three ordinances. An overtime rate of double the minimum rate after 60 hours in a week was introduced, effective May 1, 1970. Overtime at the rate of one and one half times the minimum rate must be paid after 48 hours in a week. Previously, the general order provided for overtime based on the employee's regular rate and the two industry ordinances set a standard work week of 54 hours. Workers earning a stated weekly wage are no longer excluded from the overtime provisions.

The forest operations ordinance was also reissued, providing for a two-stage increase in minimum rates and reducing the standard workweek from 54 to 48 hours, and the ordinance governing woodworking and sawmills was issued as two separate orders.

In Saskatchewan, a general minimum wage order, which became effective on October 1, 1969, increased rates for employees 17 years of age and over by 20 cents to $1.25 an hour in ten cities and to $1.15 in the rest of the province. The corresponding rates for employees under 17 were increased by 15 cents to $1.10 and $1.05 an hour.

Coverage of Ontario Act

The general regulations under the Ontario Employment Standards Act were amended, making some changes in the groups excluded from various provisions of the Act.

Farming was previously entirely excluded, except for equal pay, wage collection and enforcement provisions. Farm workers, by definition "persons employed on a farm whose employment is directly related to the primary production of eggs, milk, grain, seeds, fruit, vegetables, maple products, honey, tobacco, pigs, cattle, sheep and poultry," are now excluded from only specific provisions of the Act: the hours of work, overtime, minimum wage and annual vacation sections.

Although farming proper has been excluded, a variety of horticultural, veterinarian and agricultural services have been covered by the minimum wage and annual vacation sections but exempted from hours and overtime provisions. In the current revision, most of these occupations related to farming have been given the protection of the hours and overtime provisions of the Act. Still excluded from hours and overtime provisions are persons employed in landscape gardening, mushroom growing, the growing of flowers for the retail and wholesale trade, and the growing, transporting and laying of sod.

Commission salesmen, previously excluded from the Act in the same way as farm workers, are now excluded only from hours of work, overtime and minimum wage provisions. Real estate salesmen are, however, entirely excluded.

Certain trainees (nurse or nursing assistant, laboratory technologist and radiological technician) are now excluded from the minimum wage and vacations with pay provisions.

Hours of work

Under Part I of the Canada Labour (Standards) Code, three orders have been made. One applies to interprovincial shipping operating to and from ports in the lower St. Lawrence River and east coast areas of Canada. The order suspends the hours-of-work provisions of the Code until December 31, 1973, and lays down hours-of-work standards that must be observed for the duration. Shipping undertakings operating out of Newfoundland are covered by an earlier deferment order ending on the same date.

The Coal Division of the Cape Breton Development Corporation was at first placed under deferment until December 31, 1969. The period of suspension was extended until July 31, 1971, and a progressive reduction of hours of work provided for.

The Great Northern Railway Company was also placed under deferment. Hours-of-work standards that must be observed are those negotiated by collective agreement. Other railways were already under deferment.

In Manitoba, standard hours of work for men were reduced to 44 in a week from January 1, 1971. Under the former provision, standard hours were 8 in a day and 48 in a week for men, and 8 in a day and 44 in a week for women.

In Ontario, several regulations governing overtime were changed. In the fruit and vegetable processing industry, seasonal employees must now be paid overtime pay after 55 hours in a week, rather than after 60. Businesses letting out for hire vehicles driven by chauffeurs are included in the definition of the taxi industry; as a result, these drivers are not entitled to overtime pay after 48 hours in a week or on holidays. Employees in the sewer and watermain construction industry are entitled to overtime pay after 48 hours, instead of after 50 hours in a week.

In New Brunswick, overtime at the rate of one and one half times the regular rate must be paid after 50 hours in a week on road or bridge construction or repair done under provincial government contract. The overtime rate is applicable where overtime pay is not regulated by a collective agreement.

Employers subject to the Alberta Labour Act are no longer required to report emergency hours worked in excess of maximum hours. Previously, such emergency work and the reasons for exceeding the limit had to be reported to the Board of Industrial Relations within a specified time.

A number of hours-of-work and minimum wage orders were reissued, making several changes in hours and overtime provisions. The order governing employees of rural municipalities engaged in road work was changed to limit hours of work to 12 in a day and 242 in a month and to require that overtime be paid after these limits. Previously, these employees were entirely excluded from hours-of-work limits. The coverage of the order was extended to cover road maintenance and snow removal. In the highway and railway construction industry, hours of work are limited to 10 in a day and 88 in a two-week period, unless overtime is paid. The previous limits were 10 in a day and 191 in a month.

The Alberta order requiring employers to provide free transportation to women whose work begins or ends between midnight and 6 a.m. was extended to apply to all women workers anywhere in the province. Previously, women employed in places with a population under 2,000 were exempted. The previous exemption of nursing staff no longer applies.

Annual vacations with pay

As a result of amendments to the Employment Standards Act, employees in Ontario are now entitled to two weeks vacation with pay after two years of employment, rather than after four years. As previously, employees are entitled to one week's vacation after the first year of employment.

Non-continuous prior service may be counted for vacation purposes. If an employee has completed 12 months of non-continuous employment in any period of 36 months after the year 1966, he is entitled to a vacation.

The vacation must be granted not later than 10 months after the end of the year during which it was earned. The Director of Employment Standards, however, may now require the employer to pay at any time the vacation pay to which an employee is entitled.

The Act stipulates that vacation pay is to be considered as held in trust for the employee. It is a charge on the assets of the employer or his estate and has priority over all other claims.

The three-month service requirement for vacation pay on termination of employment was removed from the Nova Scotia Vacation Pay Act. All employees begin accumulating their entitlement to vacation benefits from the date of hiring. A further change is that a vacation need no longer be taken in an unbroken two-week period; the employer and employee may agree to divide it into two or more periods. Construction workers are now entitled to the same vacation benefits as other employees, because the vacation stamp system was discontinued as of July 1.

The Newfoundland Annual Vacations with Pay Act, 1969, was amended to provide that an employee who has not qualified for a vacation by working the required 90 per cent of regular working hours during a year and who continues to be employed is entitled to vacation pay in proportion to the time worked. The vacation pay must be paid not later than one week after the anniversary date of the workman's employment.

References to "vacation credits" in the Alberta Labour Act were deleted. At present, an order of the Board provides for vacation credits in the construction industry.

Public holidays

Alberta amended its holiday orders on July 1 to increase the number of paid holidays from five to seven. Victoria Day and Thanksgiving Day are now included. If any of the seven holidays falls on an employee's regular working day and he does not work on that day, he is entitled to holiday pay equivalent to his regular wages for the day. If he does work, he must be given the holiday pay and either his normal wages for the hours worked or a day off with pay at another time.

Construction workers are entitled to a lump sum in lieu of holidays; in line with the addition of the two holidays, this sum was increased from 2 to 2.8 per cent of regular wages for the period of employment. The lump sum is to be paid on December 31 or on termination of employment, whichever occurs first.

Various categories of salesmen were excluded from entitlement to holidays.

Effective July 2, Manitoba introduced pay for holidays not worked. The provisions requiring pay for the seven general holidays already established under the Employment Standards Act are generally similar to those of comparable federal, Alberta and Saskatchewan legislation. Under the previous provisions of the Act, employees were entitled only to overtime pay for holidays worked.

Construction workers are governed by holiday provisions similar to the Alberta provisions outlined above. The lump sum payable is 2 per cent of total gross wages, exclusive of overtime, for the calendar year.

Employees who work on the holiday must be given holiday pay and, in addition, overtime pay of one and one half times their regular rate for all time worked.

As previously, certain employees (in continuous operations, seasonal industries except construction, places of amusement, gasoline service stations, hospitals, hotels, restaurants, or in domestic service) are governed by different holiday provisions. For these groups, a day off with pay may be substituted.

There are several situations in which an employee is not entitled to holiday pay—principally, where he has not worked for at least 15 days during the 30 calendar days immediately preceding the holiday. If he works on the holiday, however, he must be paid at the overtime rate.

Ontario repealed a clause providing that an employee who had not earned wages from his employer for at least 12 of the 30 calendar days preceding a holiday was not entitled to overtime pay for work done on the holiday.

Weekly rest

The Alberta weekly rest provisions were amended to require 24 consecutive hours of rest "in each consecutive period of seven days" instead of, as under the former more restrictive wording, "immediately following each period of not more than six consecutive days of work."

Minimum age for employment

In Alberta, persons under 15 may not be employed in any employment without the written consent of the parent or guardian and the approval of the Board. Previously, it was forbidden to employ persons under 15 in a factory, shop or office building under any circumstances.

The provisions prohibiting the employment of school-age children during school hours were transferred from the School Act to the Alberta Labour Act. Certificates exempting a child from school attendance for a temporary period may no longer be granted.

Wage protection

A new enactment in Manitoba, The Payment of Wages Act, which gives wide protection in this area to most employees in the province, went into effect on September 1, 1970. The Act lays down rules respecting the frequency and form of wage payment and provides for the establishment of a Wages Board to deal with cases of unpaid wages not settled by the Employment Standards Division of the Department of Labour. The Board has power, after it has made an appropriate investigation, to issue an order requiring the payment of wages due, subject to an appeal to the county court. Where an employer does not comply with the order and does not bring an appeal, the order may be enforced by filing it in the county court.

As a further protection to the employee, the Board may, before proceeding to deal with an application, require an employer to furnish a bond as security for wages, and may order a third party who owes money to the employer to pay all or part of such money to the Board, to be held in trust for the payment of wages to the employee.

Provision is made also for the recovery on behalf of an employer of an overpayment of wages on termination of employment or of vacation pay.

The Act has the same wide coverage as the Employment Standards Act. The principal exclusions are: employees engaged in agriculture, fishing, fur farming, dairy farming, or in growing horticultural or market garden products for sale; domestics in private homes; and students and qualified practitioners of professions governed by statute.

The Act vests in the Wages Board, which is to consist of at least three members, all the powers of a commissioner under Part V of the Manitoba Evidence Act, the power to administer oaths, and all necessary powers of inspection. If no Wages Board is appointed, the duties assigned to it by the statute are to be carried out by the Manitoba Labour Board.

Wages must be paid at least semi-monthly, unless an existing practice or collective agreement provides for a longer period, and within five days of the end of a pay period (defined as a period not longer than 16 consecutive days) or of termination of employment. Wages must be paid in legal Canadian currency or by cheque.

An employee who has not been paid his wages as required by the Act may notify the Employment Standards Division in writing, but he must do so within a period of 90 days. The Division may, of its own accord or upon receiving such notification, make the necessary investigation, and may direct the employer to pay to the Division the wages found to be owing, at the same time advising the employer of his right to appeal the directive to the Board. The appeal must be made within 10 days, unless the Board allows a longer period.

Where the employer refuses to comply with the directive and does not seek a determination by the Board, the employee or the Division may, after the appeal period is over, refer the case to the Board for an order. The Board may not entertain an application where it is satisfied that the employee is taking court action for recovery of his wages or where it has received information that the employee has succeeded in an action.

In dealing with an employee's application, the Board must make whatever investigation it considers necessary, including the holding of a hearing. The parties must be given notice and an opportunity to present their case. Where the Board finds, upon inquiry, that the employer owes wages to the employee, it must by written order require payment to the Board of the amount determined. The money collected by the Board as security or on third-party demand may be used to pay the wages found to be owing. Any surplus must be returned. Failure to provide security or pay money to the Board when required is an offence punishable by a fine.

An order of the Board may be appealed within 15 days to the county court for a final decision. The appeal is to be a trial **de novo** (a new trial). The Board must not pay over any moneys in its possession until the appeal period is over or the appeal disposed of.

Amendments to the British Columbia Payment of Wages Act extended the benefits of the Act to employees generally, subject to a limited number of exemptions. Previously, only industries and occupations named in a schedule were covered. A number of provisions were strengthened.

The section of the Act authorizing the Board of Industrial Relations to adjudicate claims for unpaid wages and collect the amount owing on behalf of the employee was amended to limit the amount of a wage claim made to the Board to six months wages, and to impose a time limit of six months within which wages may be claimed through the Board.

Unpaid wages certified by the Board constitute a lien against an employer's property in priority over all other claims, with the exception of liens for wages owed to workmen by that employer.

The Board has authority to attach money payable by a third party to an employer named in the certificate. Under the amending Act, money deposited in a general bank account or credit union in the name of the employer may also be attached. Where the Board has made a demand for the money owing to the employer, the

money must be paid to the Board and not to any other person, except with the written consent of the Board. As before, the Board may require an employer to furnish a bond to guarantee the payment of wages to his employees.

Formerly, wages could be assigned through payroll deductions only to institutions or for purposes named in the Act or approved by the Board. Assignment of wages to chartered banks and credit unions, and for the meeting of credit obligations, is now permitted.

Wage collection procedures in the Ontario Employment Standards Act (Part VIII) were strengthened.

The Director of Employment Standards is now authorized to collect unpaid wages up to a maximum of $2,000 per employee, together with a penalty assessment against the employer of 10 per cent of the amount owing. The wages that may be collected are any wages, overtime pay, pay for work on holidays, or vacation pay due under the Act or under any law, custom, agreement or arrangement providing more favourable rights or benefits than the Act. Formerly, the Director was authorized to collect wages up to a maximum of $1,000.

An employer who has paid the amount and penalty required may apply to the Minister within 15 days (previously, within 21 days) for a review of the Director's determination. Before giving his decision in the matter, the Minister must hold a hearing, at which the employer or his agent may present his case.

An employer who is dissatisfied with the Minister's decision may now make an appeal to the Court of Appeal within 15 days, on the grounds that the decision is erroneous in point of law or in excess of jurisdiction. The appeal is to be heard as if made from a decision of a judge of the Supreme Court.

Notice of motion must be served on the Minister. When requested to do so by the employer, the Minister must state a case, setting out the facts as found and the grounds on which the decision is questioned.

As in a number of other provinces, the Director may require a person owing money to an employer who is liable to make any payment under the Act to pay it in whole or in part to the Director. The money is to be held in trust for payment of unpaid wages.

The Act requires the payment of one and one half times the regular rate of wages for work performed in excess of 48 hours in a week and on seven specified holidays. The employer is now expressly forbidden to reduce an employee's regular rate in complying with this provision. The Director has authority to determine the regular rate paid to an employee.

The Director is authorized to determine, by order, that business activities carried on through more than one corporation, individual, firm or association constitute a single employer for purposes of the Act. If he so determines, all or any number of such individuals, firms or associations are then jointly liable to pay any unpaid wages, or any overtime, holiday or vacation pay.

A new provision states that, when the ownership of a firm changes, a worker's employment is to be deemed to have been employment with the new owner, and the continuity of employment is not to be broken.

Unpaid wages (up to a maximum of $2,000) are to have priority over all claims and rights of all other creditors, including those of the Crown.

Steps were taken in several provinces to protect employees in respect of garnishment of wages.

The New Brunswick Minimum Employment Standards Act prohibits the assignment of wages as security for a debt, and an amendment to the Manitoba Garnishment Act prohibits garnishment of wages until judgment has been entered against an employee. **In Ontario, an employer is forbidden** to dismiss an employee on the grounds that his wages are or may be garnisheed. **Dismissal or suspension on the same grounds is also forbidden in Québec** by the Code of Civil Procedure, and this provision was further amended to place on the employer the onus of proving that an employee was not dismissed or suspended for garnishment but for a fair and sufficient reason.

As of November 1, **the Alberta Labour Act requires all employers to give their employees pay statements on each regular payday.** The Act formerly stated that such statements were to be provided by an employer with 11 or more employees. A new provision was added to the Act making the directors and officers of a corporation personally liable for owed wages that a court has ordered must be paid to employees.

Maternity protection

The Ontario's Women's Equal Employment Opportunity Act, 1970, which prohibits discrimination in employment on grounds of sex or marital status, also contains maternity protection provisions, but these apply only to employers with 25 or more employees. The Act prohibits dismissal for pregnancy and provides for unpaid maternity leave.

If an employee has been in the service of her employer continuously for at least one year, the employer is forbidden to dismiss her because of her pregnancy, and must grant her maternity leave, the normal duration of which is 12 weeks. On production of a medical certificate showing the expected date of confinement, the employee is entitled to a period of voluntary leave of up to six weeks preceding the specified date and extending to the actual date of delivery, when confinement takes place after the anticipated date.

The employer may require the employee to go on maternity leave at any time, however, if the duties of her position cannot reasonably be performed by a pregnant woman, or if her performance is materially affected by the pregnancy. The employee must produce a doctor's certificate, when requested to do so by the employer.

The Act provides for six weeks compulsory leave following confinement, and makes this obligation binding on both the employee and the employer. Provision is made, however, for a shorter period of postnatal leave, if it is recommended in writing by a medical practitioner.

On her return to work, the employee must be reinstated without loss of seniority or accrued benefits.

The maternity leave provisions are enforced in the same way as the equal employment opportunity provisions of the Act, through the filing of a complaint with the Director of the Ontario Women's Bureau or through investigations of regular inspection staff.

A complaint in regard to maternity leave may be filed by any person who has reasonable grounds for believing that the Act has been contravened, but the Director may refuse to accept the complaint unless the person concerned consents. If the matter is not settled in the informal investigation made by the Ontario Women's Bureau, a board of inquiry may be set up. There is also provision for prosecution in the courts and the imposition of a fine on summary conviction.

Notice of termination of employment

Legislation was enacted in Ontario requiring employers to give written notice of termination of employment in cases of individual and collective dismissals. The legislation, not yet proclaimed in force, is a separate Part (1A) of the Employment Standards Act. Ontario is the sixth province to lay down statutory notice requirements, and the second after Québec to require notice of mass layoffs.

The notice requirements will apply to employers generally, including the Crown and its agencies. Regulations may be made exempting any type of employment from Part 1A. Unless a change is made in the regulations, professional workers and trainees, real estate salesmen, persons engaged in commercial fishing and domestic servants would be excluded from notice provisions, as they are from certain other Parts of the Act.

An employee must has been employed by the employer for three months or more to be entitled to notice of termination. An employer will be required to give notice to individuals ranging from one to eight weeks, depending on the length of the employee's service. The minimum amount of notice required is as follows:

Period of Employment	Notice Required
Less than 2 years	1 week
2-5 years	2 weeks
5-10 years	4 weeks
10 years or more	8 weeks

The regulations are to prescribe what constitutes a period of employment. Where notice is given, employment must be continued until the notice has expired.

The group notice requirement applies when an employer terminates the employment of 50 or more persons within four weeks or less. The Act does not specify the length of notice required in case of collective dismissals. Notice is to be given in the manner and for the period prescribed in the regulations. Written notice is to be given to the Minister and to the employees. The Minister stated in the debate on second reading that the length of notice contemplated by the Government was eight weeks where 50-100 employees are to be laid off in any four-week period, 12 weeks for 100-300 employees, and 16 weeks for more than 300 employees.

The Minister stated that the notice requirements would not operate in such situations as seasonal or intermittent employment, short-term layoffs, legal strikes or lockouts or in other cases where lengthy notice would not be possible.

In a case of collective dismissal, the employer is required to co-operate with the Minister during the period of notice in any action or program aimed at re-establishing the dismissed workers in employment.

In order to provide some protection to the employer against precipitate terminations of employment during the period of notice, an employee to whom collective notice has been given is required to give written notice of intention to quit his job. One week's notice is required if the employee has had less than two years service, and two weeks if he has been employed for two years or more.

An employer is not required to give notice to: (a) a person "employed for a definite term or task" (to be defined by the regulations); (b) a person who is "temporarily laid off" (to be defined by the regulations); (c) a person who has been guilty of wilful misconduct, disobedience or wilful neglect of duty that has not been condoned by the employer; (d) a person employed in employment that has been exempted by the regulations.

In addition, notice is not required where a contract of employment becomes impossible of performance or is frustrated by a fortuitous or unforeseeable event or circumstance.

An employee may terminate his employment forthwith upon notice if his employer has been guilty of a breach of the terms and conditions of employment.

The employer may require a dismissed worker to stop work at once if he notifies him in writing to that effect and pays him, as compensation in lieu of notice, the pay that he would have received had he worked regular hours during the period of notice, and also any unpaid vacation pay.

The employer may not alter the wage rate or any other term or condition of employment of a person to whom notice has been given, and upon the expiry of the notice must pay him the wages and vacation pay to which he is entitled.

Compensation payable in lieu of notice is deemed wages for purposes of the Act. Where an employer has failed to give the prescribed notice, or to pay the wages or vacation pay due on expiry of the notice, or to pay compensation in lieu of notice when employment is terminated forthwith, the wage collection procedures of the Employment Standards Act apply.

Under the Québec legislation requiring employers to give advance notice of collective dismissals for technological or economic reasons to the Minister of Labour and Manpower (Section 45 of the Manpower Vocational Training and Qualification Act, in force since August 2, 1969), a general regulation was issued, effective March 7, 1970, setting out more detailed notice requirements.

A "collective dismissal" within the terms of the Québec Act is a dismissal involving at least 10 employees within a period of two months. The required periods of notice are:

10-100 workers	2 months
100-300 workers	3 months
More than 300 workers	4 months

An employer (other than an employer governed by the Construction Industry Labour Relations Act) who proposes to dismiss 10 or more employees must notify the Minister in advance unless (a) the undertaking is of a seasonal or intermittent nature, or (b) employees are to be dismissed for an indefinite period of less than six months. "Employee" does not include a director or officer of a corporation or a seasonal or casual worker. The legislation does not apply to establishments involved in a strike or lockout.

The notice, which must be mailed by the employer to the Manpower Branch of the Department, and which becomes effective on the date of mailing, is to contain: (a) name and address of the employer or establishment; (b) nature of the principal product or service; (c) names and addresses of associations of employees; (d) reasons for the collective dismissal; (e) date on which collective dismissal will be made; (f) full name of each employee likely to be dismissed.

Where, because of a fortuitous or unforeseeable event, an employer is unable to give the prescribed advance notice, he must inform the Minister as soon as he can, and give proof that it was impossible to foresee the

necessity for a collective dismissal. In such case the Minister, after consulting the employer, will determine the period of notice that must be given, and the employer is forbidden to dismiss the workers until the period has expired.

The employer is required, at the request of the Minister, to participate immediately in the establishment of a committee on reclassification of employees and to contribute funds to the committee to the extent agreed upon by the parties.

An article in the February 1970 issue of "Québec Travail" (the monthly publication of the Department of Labour and Manpower) described how a committee on reclassification functions. Although the establishment of such committees has been required by law only since 1969, they have been set up by agreement of the Government, employer and workers for almost five years.

A committee is composed of equal numbers of representatives of the employer and the certified trade union or, if there is no trade union, of the employees, and an impartial chairman. Generally, each party is represented by two members, who should be in a position to speak for their organization. The Manpower Branch is responsible for the establishment and functioning of the committees, and a representative of the Branch acts as consultant to each committee. The proceedings of the committee are confidential.

The committee's task is to study and recommend practical measures for the re-establishment of the dismissed workers. Its practice is to hold a general meeting with the workers for information purposes. A manpower inventory is prepared by officials of the Manpower Centres. From the inventory a complete file on the situation of each individual may be obtained.

Measures recommended may include training of various kinds,transfer to another employer or to another locality, retirement or severance pay. The measures must be flexible enough to be adapted to the needs of each worker. By agreement, the expenses of the committee may be paid by the Department and the employer, with the workers making a nominal contribution. Before dissolution, the committee makes a report to the Department on its activities.

Equal pay

The equal pay provisions of the Alberta Labour Act (Part VI) were strengthened through a rewording of the substantive clause requiring equal pay and through the power granted to the Director of Labour Standards to make an investigation in the absence of a formal complaint.

The Act now prohibits discrimination in the payment of wage rates of male and female employees where the work is "similar or substantially similar." The previous wording was "identical or substantially identical." An employee's wages must not be reduced in order to conform with this Part.

An employee or her representative may make a complaint to the Director, who must designate an officer to inquire into the matter. The provision enabling a complaint to be filed by the employee's representative is new. The Director may cause an inquiry to be made on his own initiative.

If the officer designated to make an inquiry is of the opinion that there has been a violation, he must endeavour to settle the matter. If, in his view, there has been no violation, or if no settlement is reached, he must report to the Board of Industrial Relations.

The Board may hold a hearing and may issue a directive that is binding on the parties. The directive may require the payment of wages owing for a period of up to six months preceding the complaint or termination of employment, whichever is earlier. The Board's directive becomes enforceable on being filed with the Supreme Court.

Instead of making a complaint, an employee may, as previously, institute civil action for recovery of wages due under the equal pay provisions. Up to 12 months wages (previously, six months wages) may be recovered under this alternative.

Part 2: Human rights

Two important new Acts were passed in the field of human rights—the Manitoba Human Rights Act and the Ontario Women's Equal Employment Opportunity Act, 1970. The Manitoba Act is a general human rights code, similar to those that have been enacted in most of the other provinces. The Ontario Act is designed to prevent discrimination in employment on grounds of sex or marital status. Although it is intended primarily to protect women, it seeks to ensure to both sexes an equal opportunity to obtain and retain employment, subject only to individual merits and qualifications. Maternity leave provisions are also a part of this Act.

Amendments were made to the Nova Scotia Human Rights Act, the Ontario Age Discrimination Act and the Saskatchewan Bill of Rights Act.

Manitoba and Newfoundland provided for the appointment of an Ombudsman. Five provinces—Alberta, New Brunswick, Québec, Manitoba and Newfoundland—have now established the office of Ombudsman. The Newfoundland Act is to be proclaimed in force.

The Manitoba Human Rights Act is a consolidation of the former Fair Employment Practices and Fair Accommodation Practices Acts, passed in 1956 and 1960, respectively, revised and strengthened by the addition of new prohibitions. As before, discrimination is prohibited on grounds of race, creed, religion, colour, nationality, ancestry or place of origin in regard to employment, including job applications, inquiries and advertisements, trade union membership, publications, and places of public accommodation. New provisions ban discrimination on any of these grounds in the renting of housing accommodation and commercial space, and in the letting of contracts that are offered to the public generally. Prohibitions in regard to trade union membership are made applicable to employers' organizations and other occupational associations. Marital status is included in the grounds on which such organizations are forbidden to discriminate in the admission of their members.

In its new law, Manitoba forbids discrimination also on the basis of sex, becoming the fifth province to do so. The ban on sex discrimination applies in all areas covered by the Act except public accommodation and rental practices.

In regard to employers and employees, the new Act has brought about a substantial extension of coverage. The Fair Employment Practices Act did not apply to employers with fewer than five employees, non-profit organizations or domestic servants.

The Human Rights Act covers all employers, including any person acting on behalf of an employer. Non-profit organizations are excluded only in any case where race, colour, creed, religion, sex, nationality, ancestry or place of origin is a reasonable occupational qualification. Domestic servants are no longer excluded.

Previously, in the sections dealing with employment practices, application forms and job advertisements, a bona fide occupational qualification was accepted as a justification for an exception. Such exceptions are no longer provided for.

The prohibition against discriminatory signs and publications, previously contained in the Fair Accommodation Practices Act and thus applicable only to public accommodation, has been broadened to apply to any notice or other representation tending to restrict any right to which a person is entitled under the law. The provision is now directed also at distributors and sellers, as well as owners and controllers, of communications media.

In public accommodation, not only the denial of accommodation, facilities and services, but also discrimination in the manner in which they are provided is forbidden, on grounds of the race, colour, creed, religion, nationality, ancestry or place of origin of the person or class of persons or of any other person or class of persons. The reference to "any other person or class of persons" is new and is in line with the provisions of other provincial Acts.

Discrimination is prohibited in the renting, and also in the terms and conditions of occupancy, of a commercial unit (defined to include space in a building used for industrial or commercial purposes, professional quarters or offices) or a self-contained dwelling unit. The latter is not defined, but is intended to cover apartment buildings.

Contracts that discriminate against any person or class of persons or contain discriminatory clauses are prohibited.

A general section is added protecting complainants, witnesses and persons disclosing information or participating in proceedings under the Act against reprisals.

A permanent body, the Manitoba Human Rights Commission, is created to administer and enforce the Act. It is also required to perform an educational role.

The Commission must inquire into any complaint made by an aggrieved person and may itself initiate an inquiry. The parties concerned must be given full opportunity to be heard and to be represented by counsel. Each member of the Commission is to have the powers of a commissioner under the Manitoba Evidence Act.

If the Commission finds a complaint to be justified, it must recommend to the Minister the course of action that should be followed. The Minister may then issue whatever order he deems necessary.

As previously, the Minister's order may be appealed within 10 days to a judge of the Court of Queen's Bench by way of originating notice of motion to vary or set aside the order. The Minister and the complainant must be served with notice at least 10 days before the date of the hearing of the appeal. The hearing is to be a trial de novo and the judge's decision is final.

Formerly, the Manitoba anti-discrimination Acts provided for an informal investigation into complaints, to be followed by a more formal inquiry by an ad hoc commission appointed by the Minister, if no settlement was reached.

Prosecution for an offence under the Act may be begun on the information of any person alleging, on behalf of himself or of any class of persons, that any right conferred by the Act has been denied, abridged or restricted. The consent of the Minister continues to be required for prosecutions.

An injunction may be issued in the Court of Queen's Bench against a person for an actual or attempted deprivation, abridgement or restriction of any right under the Act.

Increased penalties are provided for violations.

The Act, like the earlier ones, applies to the Crown.

The equal employment opportunity provisions of the Ontario Women's Equal Opportunity Act apply to employers with six or more employees.

The Director of the Ontario Women's Bureau will be responsible for the enforcement of the Act, subject to the direction of the Minister. The Act may be enforced through the filing of a written complaint, as in the Ontario Human Rights Code, and the Department may also make investigations on its own initiative without receiving a formal complaint, as it now does with regard to equal pay under the Employment Standards Act. The Director of the Women's Bureau is given inspection powers similar to those of the Director of Employment Standards under the Employment Standards Act. Procedures for enforcement include an informal inquiry, where a settlement is sought, a formal hearing before a board of inquiry, and, finally, an appeal to the Ontario Court of Appeal for a final decision.

The Act is made applicable to the Crown.

The legislation forbids discrimination because of sex or marital status in job recruitment, hiring, training, promotion, transfer and dismissal, unless the work in question cannot reasonably be performed by a person because of sex or marital status.

Employers are forbidden to establish or maintain any employment classification or category that excludes persons from employment or continued employment on grounds of sex or marital status, unless the work cannot reasonably be performed by persons of that sex or marital status.

It is also a violation of the Act to maintain separate lines of progression for advancement or separate seniority lists based on sex or marital status that adversely affect any employee, unless sex or marital status is a reasonable occupational qualification for the work.

Job advertisements, notices, signs or publications limiting a position to applicants of a particular sex or marital status are prohibited.

Employment agencies are forbidden to discriminate in acting upon applications for their services or in referring applicants for employment.

A complaint may be made to the Director by any person who has reasonable grounds for believing that the Act has been contravened. The Director may, however, refuse to file a complaint made by a person other than the aggrieved person in regard to discrimination in employment (sec. 4) or in regard to maternity leave (sec. 9) unless the person concerned consents.

Workers who make a complaint or participate in any proceedings under the Act are protected against dismissal or other penalty.

The initial stage of the investigation of a complaint is the same as in other anti-discrimination legislation. An attempt is made to effect a settlement through conciliation.

The parties may enter into a written agreement but, if the matter is already before a board of inquiry, the agreement is not binding until approved by the board. The Director is a party to any such agreement. A settlement is binding on the parties and enforceable in court. If a party to a settlement does not comply with its terms, the Director may file a complaint, which is acted upon in the same manner as other complaints.

Where it appears to the Director that a settlement will not be reached, she must make a recommendation to the Minister as to whether or not a board of inquiry should be appointed. The Minister may, in his discretion, appoint a board of one or more members.

While an ad hoc board of inquiry is provided for, as in the Ontario Human Rights Code, it operates under a more formal and more legalized procedure and, instead of submitting recommendations to the Minister, it has power to make an order requiring full compliance and the taking of remedial action. An appeal against the board's order may be made to the Court of Appeal.

The Director is responsible for the handling of the complaint. The parties to a proceeding before the board are the Director, the person alleged to have contravened the Act, the complainant, any other person named in the complaint as having been discriminated against under sec. 4 (employment) or sec. 9 (maternity leave) and any other person specified by the board. The latter must be given an opportunity to be heard, if he objects to his inclusion as a party to the proceeding.

Notice of a hearing before the board must be served at least 10 days in advance. The notice must contain specified information, including a concise statement of the issues. The hearing must be public, unless the board finds that intimate financial, personal or other matters may be disclosed. The board of inquiry has power to compel witnesses to appear, to examine them under oath and to require the production of documents. Persons are liable for contempt of the board as for contempt of court. Contempt proceedings may be instituted in the High Court.

A party to the proceedings may be represented by counsel or an agent, may call and examine witnesses, and conduct cross-examinations. Counsel for a witness may be present at a hearing to advise his client, but may take no other part in the hearing without leave of the board. A witness is protected against self-incrimination.

A written record of evidence must be kept, and the written record and all other pertinent documents form the record of the case.

Where the board decides that a party has contravened the Act, it may make an order requiring compliance with the provision contravened and, in case of an offence against the employment or maternity leave provisions, may direct the offending party to rectify the injury caused to the aggrieved person and compensate her for it. The board's decision must be in writing and, if requested by a party, the board must give reasons for the decision. A copy of the decision, including reasons, must be served on the parties, together with a notice stating rights of appeal. A board order becomes enforceable as an order of the Supreme Court by filing it with the Court.

Any party to a hearing before the board may appeal from the board's order to the Court of Appeal for a final decision. The Minister may designate counsel to assist the Court. The appeal may be made on questions of law or fact or both.

Individuals who contravene the Act, regulations or a board order are liable on summary conviction to a maximum fine of $800, and corporations, trade unions, employers' organizations and employment agencies to a maximum fine of $3,000. The consent of the Minister is required for prosecutions. The Minister may apply to the Supreme Court for an injunction prohibiting a person convicted of an offence from continuing the conduct constituting the offence.

Regulations may be made exempting any class of employers or employees from the application of the Act.

Amendments made to the Nova Scotia Human Rights Act narrowed the exemption allowed for religious and ethnic organizations operated primarily to foster the welfare of a religious or ethnic group. The Act applies **except** in dealings between these organizations and persons of the same religion or ethnic origin.

The Ontario Age Discrimination Act, which prohibits discrimination because of age in employment and job advertising against persons between the ages of 40 and 65, was amended to extend its coverage to the provincial Government and all its agencies.

The Saskatchewan Bill of Rights Act, passed in 1947, is civil liberties legislation of a general nature. The Act was amended to introduce an enforcement procedure similar to those established under human rights Acts. Previously, the Act was enforceable by prosecution for an offence or by an action for an injunction. The Act, like the province's Fair Employment Practices and Fair Accommodation Practices Acts, is administered by the Attorney-General's Department.

The amending Act provides for an informal inquiry into a complaint by an official of the Attorney-General's Department, and, if necessary, the setting up of a commission. The Attorney-General must send a copy of the commission's recommendations to the parties and may publish them, if he considers it advisable. There is no provision for an order requiring compliance.

As one of a series of legislative measures designed to guarantee civil rights and civil liberties, the Manitoba Legislature adopted an Act to amend the Queen's Bench Act. The Act, which would have particular application in labour disputes, prohibits the Court from granting an injunction that would require a person to work or perform personal services for his employer. A person is not to be held in contempt of court for failing to comply with a court order merely because of a refusal, neglect or omission to perform work or personal services for his employer.

The Court is also forbidden to grant an injunction restraining the exercise of a person's right to freedom of speech. "Exercise of freedom of speech" is defined as communication of information on a public thoroughfare by true statements, whether orally, through printed material or by any other means.

These provisions are not to affect the enforcement of laws or by-laws respecting the use of public thoroughfares, protection of public property, general conduct in public places, or restrictions against the making of certain statements or statements of certain types (e.g., hate literature) or defamation.

Consumer, August

The consumer price index (1961 = 100) unchanged from its July level of 130.5, was 2.8 per cent higher than in August 1969. Increases of 0.2 per cent in the food component, 0.3 per cent in health and personal care, and 0.1 per cent in the transportation, and recreation and reading components, were offset by declines of 0.6 per cent in clothing and 0.1 per cent in tobacco and alcohol. The housing index was unchanged. Since the beginning of 1970, the all-items index rose 1.8 per cent, compared with an increase of 3.5 per cent over the same period in 1969 and of 2.2 per cent in 1968.

The food index increased 0.2 per cent to 131.9 from 131.6, and was 1.0 per cent higher than a year earlier, considerably less than the average July to August advance of over one per cent in recent years. Since the beginning of 1970, food prices have risen by 1.4 per cent. Among staple items, fresh milk rose 1.7 per cent and ground and instant coffee advanced 1.5 per cent and 1.9 per cent respectively. The average retail price of bread declined 0.5 per cent; sugar and butter prices also moved downwards. Eggs advanced 6.8 per cent, their first price increase of 1970. Among meat items, beef and poultry registered declines of 0.6 per cent and 2.0 per cent; pork prices rose 1.0 per cent. Fresh produce prices were lower. Among fresh fruits, prices of oranges and grapefruit declined—those of apples and bananas increased. Most fresh vegetable items decreased in price, with declines of 10 per cent or more for potatoes, cabbage, celery and turnips. More than four-fifths of the increase in the food index in the last 12 months was due to restaurant meals which advanced 5.8 per cent compared with 0.2 per cent for the food-at-home component.

The housing index at 131.5, was unchanged, but was 4.9 per cent higher than a year earlier. Between July and August there was an increase in the shelter component mainly attributable to small increases in rent and home-ownership costs. This was offset by a decline in the household operation group. In this group, higher coal prices caused the fuel and lighting sub-group to rise slightly. Home-furnishings prices declined as lower prices for furniture, floor coverings and textiles outweighed higher prices for utensils and equipment items. Household supplies declined because of lower prices for detergent powder.

The clothing index declined 0.6 per cent, from 126.9 to 126.2 and was 1.0 per cent higher than a year ago. Men's, women's and children's wear, and footwear, contributed to the decline, with only piece goods prices increasing. There were declines also in the prices of men's shirts, trousers, windbreakers and shoes, and women's hosiery and dresses.

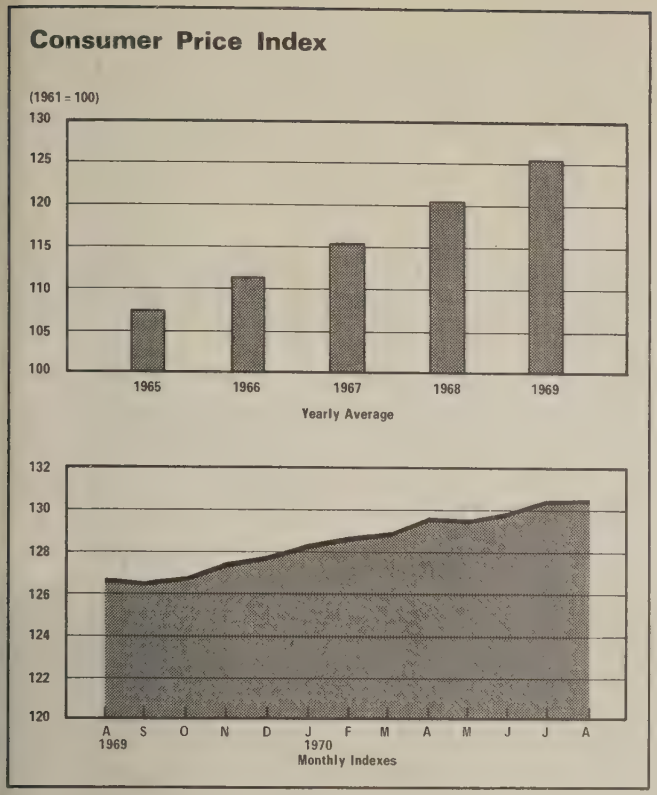
The transportation index rose 0.1 per cent to 125.3 from 125.2, and was 4.0 per cent higher than in August 1969. The inter-city travel component advanced because of increased plane fares, and the price level for local transportation also increased due to higher taxi fares in some cities. There was a marginal decline in the retail price of new cars. Gasoline prices remained unchanged, and there were some increases in motor oil prices.

Price indexes

The health and personal care index rose 0.3 per cent, from 139.8 to 140.2, and was 4.5 per cent above the level of August 1969. The advance was attributable to increased prices for some pharmaceuticals as well as generally higher prices for a number of toiletry items, including toilet soap and toothpaste.

The recreation and reading index, at 132.5, advanced 0.1 per cent from 132.4 as a result of higher admission charges to football games in Toronto and Vancouver, and some increases in camera film and processing charges. The index was 3.8 per cent higher than in August 1969.

Mainly as a result of price decreases for cigarettes, **the tobacco and alcohol index declined 0.1 per cent to 126.4 from 126.5.** It was unchanged from the August 1969 level.



City consumer, August

The consumer price index (1961 = 100) for ten regional cities and city combinations, registered minor advances and declines ranging between +2.2 and −0.4 per cent.

Food prices showed no consistent pattern, with increases in the Maritime and Prairie cities, and declines recorded in the remaining cities—ranging from −0.2 per cent in Toronto to −1.3 per cent in Ottawa. **Housing indexes were lower in most cities,** reflecting sales on a number of home-furnishing items. Summer sales on men's and women's wear items contributed to the decreases in clothing indexes in all cities except Vancouver and Saint John. **Transportation indexes, on a whole, registered marginal increases,** due mainly to a general advance in domestic air fares. In Halifax and Montreal these increases were outweighed by declines in new car prices.

Health and personal care indexes recorded increases in all cities surveyed, as a result of higher prices for pharmaceutical and toiletry items. **Recreation and reading components** in Toronto and Vancouver rose 0.6 per cent to 0.2 per cent; other cities recorded both marginal advances and declines. Because of "specials" in cigarettes, **tobacco and alcohol indexes** decreased by 0.2 per cent in Montreal and St. John's, but were virtually unchanged in other cities.

Regional consumer price index point changes between July and August were: Montreal −.5 to 124.8; Ottawa −.5 to 128.0; Vancouver −.2 to 123.4; Toronto −.1 to 127.7; Saskatoon-Regina remained unchanged at 122.4; Halifax +.1 to 125.3; Winnipeg +.1 to 129.3; Saint John +.2 to 124.0; Edmonton-Calgary +.2 to 125.7; St. John's +.3 to 122.6.

Wholesale, August

The general wholesale index (1935-39 = 100) declined 0.5 per cent to 284.4 from the revised July index of 286.2. It was 0.7 per cent higher than the August 1969 index of 282.8. Six of the eight major group indexes were lower, one advanced, and the remaining group, non-metallic mineral products, was unchanged at 214.4.

The vegetable products group index declined 1.1 per cent to 236.2 from 238.8 on lower prices for potatoes, tea, coffee and cocoa, grains, and sugar and its products. The non-ferrous metals products group index declined 0.8 per cent to 275.6 from 277.9, reflecting price decreases for refined copper (export sales) and lead.

In the animal products group index, lower prices for livestock and fresh meats were responsible for a decrease of 0.7 per cent to 321.6 from 323.9. The woods products group index declined 0.3 per cent to 378.8 from 379.9 on price decreases for hardwoods, reinforced by declines in newsprint and woodpulp because of movements in the exchange rate for United States dollars. The textile products group index increased slightly to 257.0 from 256.9.

U.S. consumer, August

The United States consumer price index (1957-59 = 100) increased 0.2 per cent to 136.0 in August. The month's increase was the smallest since December 1968. Clothing costs rose slightly, but the increase in food prices, 0.1 per cent, was less than usual at this time of year. Consumer services charges continued to advance at a rate of 0.6 per cent, about the same as in the preceding three months, but noticeably less than in the first four months of the year.

Other price index changes were: housing +0.6 to 137.0; transportation −0.6 to 130.6; health and recreation +0.6 to 145.1; medical care +0.6 to 166.8; personal care +0.5 to 131.3; reading and recreation +0.4 to 137.1.

British retail, June

The British index of retail prices (Jan. 19, 1962 = 100) was 139.9 at June 16, compared with 139.5 at May 19, and 132.1 at June 17, 1969.

The increase was due to rises in the average levels of prices of many goods and services which were partly offset by reductions in the average prices of potatoes and some other vegetables.

The index for items of food whose prices show significant seasonal variations—home-killed lamb, fresh and smoked fish, eggs, fresh vegetables and fresh fruit—was 156.9 compared with 159.2, and for all other items of food it was 138.6.

Reductions in the average prices of potatoes, tomatoes and onions were more than offset by increases in the average prices of many other items—meat, bacon, carrots, cauliflower and ice cream. The index for the food group as a whole was 141.6, compared with 141.0 in May.

There were rises in the average levels of prices of many articles of clothing and footwear and the index for the group as a whole advanced to 123.1 from 122.6 in May.

Mainly as a result of an increase in the average level of prices of second-hand cars, the index for the transport and vehicles group as a whole rose to 131.0, compared with 130.2 in May.

Centralization in collective bargaining

The 7th annual meeting of the Canadian Industrial Relations Research Institute was held in Ottawa June 18-19. The theme of the meeting was Centralization in Collective Bargaining. Synopses of the following papers are presented this month (Synopses of other papers appeared in the October number, p. 708 and in November, p. 788): The Trucking Industry in Ontario, by Graeme McKechnie, York University; and Decentralized Bargaining: Its Problems and Direction in Ontario and the Western Provinces, by J. D. Muir, University of Alberta.

Graeme McKechnie

The collective bargaining system established in the for-hire sector of the Ontario trucking industry was described by Graeme McKechnie of York University. In this rather turbulent industry, he said, a sophisticated form of bargaining has evolved. Although there have been many wildcat strikes in the industry and although the employees are very independent, there is a basic cohesion in the bargaining system.

In 1945, the Motor Transport Industrial Relations Bureau was established at the union's insistence. This came about as the International Brotherhood of Teamsters began moving into Ontario. There are 65 companies belonging to the bureau, representing 10,000 workers, or about half of the Teamsters in the province; about 25 companies in the for-hire sector have stayed out of the bureau.

The board of the Motor Transport Bureau sets policy to prevent the larger companies from having too much influence in the industry. The Bureau negotiates from 10 to 12 individual agreements, and the remainder are multi-employer agreements. The union, as well, bargains on a centralized basis. It sends seven members to a joint council with management. Besides the bargaining, the Bureau represents the companies in arbitration and conciliation proceedings, providing a total service to each member company. This is compared to U.S. associations that are informal and often lie dormant between negotiation periods.

There are several reasons for the stability of the Bureau. There is its permanent nature, with a permanent staff. The union in Ontario is weak with much internal dissension. And 90 per cent of grievances are brought before the joint board, and about 80 per cent are solved before any outside party becomes involved. Grievances are often foreseen, and thus they are solved beforehand.

There are monthly meetings of the joint committee where agreements are discussed and interpretations ironed out. Then, both the companies and the unions are bound by these decisions. **And finally, the employers have been able to maintain solidarity during strikes. If one company is struck, the others impose a lockout.**

The Bureau has a wider effect in the industry. The other companies, the non-members, usually follow the Bureau's decisions. The centralized system evolved also because of the high proportion of labour costs as part of the total costs; the good communication between individual drivers who all know what salaries the others receive and the fact that in the industry there are a few large firms and many small companies. It is also easy administratively to have multi-employer bargaining. There are only four classifications of employees—excluding white-collar workers. And there are government regulations concerning the rates the companies can charge. **The proof of the success of the system can be shown by the lessening number of wildcat and official strikes. Since 1962, there have been only two major strikes in the industry in Ontario.**

J. Douglas Muir

Decentralized bargaining—its problems and direction—in the public education systems of Ontario and the Western provinces was discussed by J. Douglas Muir of the University of Alberta. Teachers in all provinces except Prince Edward Island and Newfoundland use collective bargaining to determine their salary levels. They have fought for this right against strong resistance by most school trustees, who think that it is unprofessional and undermines the responsibilities delegated to them by the electorate, and by other ratepayers, who are convinced that it affects school taxes.

The primary reason for the development of decentralized bargaining in Ontario and the Western provinces was simply one of historical evolution. Teachers' occupational associations were formed in Ontario, British Columbia and Alberta after World War I. These occupational associations began either as loose affiliations of local teachers' associations, as in British Columbia, or as a fairly centralized association, as in Alberta, where teachers were affiliated directly to the provincial body rather than to the local association. Regardless of the organizational structure, the strength of the association initially lay in the locals of the association. Consequently, some locals developed faster, became stronger and assumed more militancy than did others. Teachers in some locals strongly endorsed the associations' occupational objectives, whereas those in others did not. Pressure for voluntary recognition of the local association as a bargaining representative for teachers therefore varied from one local to another. School trustee resistance to this voluntary bargaining concept also varied between school jurisdictions. As a result, throughout the 1920s and 1930s some local teachers "bargained" collectively with their local school boards but others did not.

The weakness and inequity of the voluntary system of bargaining became quite evident to the teachers of British Columbia and Alberta during the 1930s. The Teachers' Associations in these two provinces exerted considerable effort to obtain some form of bargaining rights. As a result of the pressure by teachers in British Columbia, the Educational Act was revised in 1937 to provide compulsory arbitration of teachers' salary disputes and an implicit recognition of the teachers' right to bargain. Similarly, the efforts of the Alberta teachers resulted in the establishment in 1936 of a statutory association membership requirement and the obtaining in 1941 of the statutory right to bargaining. Teachers in Ontario have not sought and do not as yet have the right to bargain, but they have a series of "gentlemen's agreements" that takes the form of an exchange of letters between the Ontario Teachers' Association and the Ontario School Trustees' Council.

The rights acquired by teachers in Alberta and British Columbia were obtained on the basis of the then existing decentralized or local bargaining structure. Although the bargaining structure is still decentralized in British Columbia, Alberta and Ontario, it is not always conducted at the local level without the involvement of the provincial associations. In British Columbia, the actual salary negotiations are conducted between a committee of local teachers and a committee of the local school board. If a local settlement is not reached, the central staff of the Teachers' Association prepares and presents briefs to the salary arbitration board. A similar practice exists in Alberta, but if a settlement is not reached at the local level, the staff of the teachers' association must become involved before the dispute can be referred to a Conciliation Commissioner.

Although the bargaining structure is decentralized in these three provinces, considerable control, co-ordination and direction is provided. Over the past decade, however, the trustees' associations in Alberta and British Columbia have opposed the existing decentralized bargaining structures, and opposition is developing in Ontario. The school boards' opposition to decentralized bargaining has been based on the arguments that: (a) it fits into the "teachers' whipsawing tactics;" (b) it forces inexperienced trustees to face the teachers' experienced bargainers; (c) it is time-consuming for part-time trustees; (d) it is detrimental to the education system; and (e) the differences in the local conditions do not warrant local bargaining—particularly when virtually all bar-

gaining issues concern money. Teachers in all three provinces strongly support the existing decentralized bargaining structure and are resisting any move on the part of the trustees to centralize it. The teachers argue that negotiations must be conducted between the employer (trustees) and its employees (teachers). The struggle between the two groups over this issue will be resolved by the power relationship that exists.

One of the central points of difference between the trustees' position and the teachers' position on decentralized bargaining is whether such bargaining takes local conditions into account. The trustees claim it does not; the teachers insist that it does. Local conditions have little influence on the level of salaries established in either British Columbia or Alberta, and one could question the economic value of the decentralized bargaining structure in these two provinces.

With the increased consolidation of school boards and the increased activities of the teachers' and school trustee associations, the impact of this decentralized structure will probably be even less in the future.

There are five basic factors leading to the intraprovincial similarity of teachers' salaries even under a decentralized bargaining system. One may be classified as financial-labour market and the others as institutional in nature. In Ontario, Alberta and British Columbia, salaries were originally determined between the representatives of the local teachers and the school board. The salary determination procedure has become more and more sophisticated and as a result, the provincial associations of both the teachers and the trustees have been taking a more and more active role in the determination of teachers' salaries. With each stage of association involvement, there has been more emphasis upon comparability and a greater consistency in the salary levels established within the province. In British Columbia and Alberta, the professional negotiators of the provincial associations are now giving personal assistance and advice to the local negotiators. In some instances, they are actually participating in local negotiations. With each of these steps comes a natural tendency to overlook and reduce the impact of local conditions.

Third parties play a much stronger role in collective bargaining in the public sector than they do in the private sector. There is no area in the public sector where the impact of these third parties has been as great as in education. Education being a sensitive area, most government officials are extremely anxious to avoid a "situation" there, but, as some school trustees are elected every year, teachers' salaries and school taxes tend to become election issues each and every year. Many trustees welcome the chance to hand over this problem to a third party, but both teachers and trustees want to avoid the pressure created with the involvement of these third parties.

Recognizing that local conditions do exist in each of the three provinces, it may be concluded that bargaining in the educational field is no longer primarily influenced by local conditions but by various financial, labour market and institutional factors. From an economic standpoint it appears hardly worth the time, effort or cost involved for teachers and trustees at the local level to go through the collective bargaining ritual each year. What justification is there for conducting about 75 different sets of negotiations in British Columbia and Alberta and 175 different sets of negotiations in Ontario, when the results are so similar? Therefore, in the education field there are two forces presently exerting pressure upon the industrial relations system. One force results from the rapid increase in educational costs and the pressure being developed by ratepayers to shift much of this burden to provincial Governments, who now have little control over the level of these expenditures. The second pressure in the system results from the narrowing of the intraprovincial differences in the level of teachers' salaries and the weakening of any justification for locally determined salaries.

The results are twofold. First, the financial responsibility for education is shifting to the provincial Government. This, in turn, will lead to increased government involvement in determining teachers' salaries. Second, there is and will be a stronger move toward "area" or province-wide bargaining. Recent government activities in Québec, New Brunswick and Saskatchewan are obvious indicators of such a trend, and the reorganization of Ontario schools into larger school units may lead to an acceleration of this trend in that province. Similarly, the "negotiations" between the provincial Government, the teachers' union and the Trustees' Associations over the grant scale in Nova Scotia, and the emphasis that is being placed upon this scale, may lead to determination of salaries at the provincial level there. In Alberta, trustees and the teachers appear to be organizing more than ever before for salary negotiation on a zone basis. The Alberta Government's recent 6 per cent budget increase limitation also suggests more government influence in salary determination than ever before. Finally, in British Columbia, the Government's recent financial bill requiring all school board budgets to be approved by the Government could lead to extensive government involvement in salary determination. Mr. Muir concluded: "I feel ... there is a definite trend toward greater centralization of the determination of teachers' salaries in all provinces and that the provincial Government will become more and more involved in the actual salary determination process in all the provinces."

Decisions of the umpire

CUB 2946. The claimant filed for benefit on July 11, 1969, when he lost his employment as a journeyman with a rubber plant that was experiencing a shortage of work. On his claim he noted, however, that he had received vacation pay for the first of the two weeks from July 13 to July 26; the insurance officer later confirmed that this was a period of continuous general holiday at the plant.

On August 8, the claimant reported that, because of illness, he had been unable to work on July 28, but that he intended to return to his job on August 11, which he did. On August 27, he was notified that he was disqualified from receiving benefit from July 27 to August 3 inclusive because he had failed to prove that he was available for work, and because he had lost his employment "by reason of sickness." The claimant then provided a statement certifying that he had been available for work from July 11 to July 28, and he appealed to the board of referees about the disputed period.

The claimant stated in his appeal that the application for benefit, dated July 11, had been a renewal application, that he had already served his one-week waiting period in December 1968, that his vacation pay had been for the week from July 13 to July 19 only, and that he was unemployed and eligible for benefit at the end of that week. **The board agreed that these facts were correct, but it held that, because the claimant had had a contract with his employer binding him to return to work on July 28, he had been taken ill while employed and was therefore ineligible for benefit under Sec. 66 of the Unemployment Insurance Act.**

One board member dissented. He stated that the claimant had been unemployed on July 26 when he was taken ill, and that he should therefore have received benefit for the disputed week. He noted that the employee would have received benefits if he had been laid off for an indefinite period because of lack of work, or had refused a recall because he had been taken ill, or if he had already been receiving benefit but had become ill and was unable to accept employment.

In its submission to the Umpire, the claimant's union reiterated that the employee's vacation allowance had been depleted on July 19, although the plant's general holiday continued up to July 28. Therefore, the union contended, he was unemployed from July 21 onwards, and his illness began while he held that status.

The Umpire concluded that the claimant had indeed been entitled to benefit for the second week of the annual closing of the plant. A review of the established jurisprudence showed, however, that "a claimant whose employment contract provides for definite and regular periods of activity, be they for only one day a week or a few hours a day, is no longer entitled to benefit commencing on the date when he would otherwise return to work, when he becomes unable to work by reason of an injury or illness happening during a week when he is also unemployed." **He therefore ruled that the claimant had lost his employment because of illness on July 28 or 29, and he dismissed the appeal. He recommended, however, that the Unemployment Insurance Commission either look into the possibility of changing Sec. 66 of the Act, or clarify it by regulations to avoid further confusion over its interpretation.**

Unemployment insurance report

Summary Table

Activity	July 1970	June 1970	July 1969	Cumulative Data: Jan. to July 1970	Cumulative Data: 12 months ending July 1970
		(in thousands)			
Insured population at end of month	—	5,672	5,469	—	—
Initial and renewal claims filed:					
Total	148	138†	121	1,332	2,100
Initial	103	101	85	1,000	1,571
Renewal	45	38	36	332	529
Claimants currently reporting to local offices	439	442	279	591*	486*
Beneficiaries (weekly average)	278	254	156	457*	346*
Weeks compensated	1,250	1,144	779	13,592	17,804
Benefit paid	$43,854	$40,509	$24,787	$462,920	$615,815
Average weekly benefit	$35.07	$35.40	$31.83	$34.06	$34.59

* Monthly average.
† Discrepancy between totals and subtotals due to rounding.

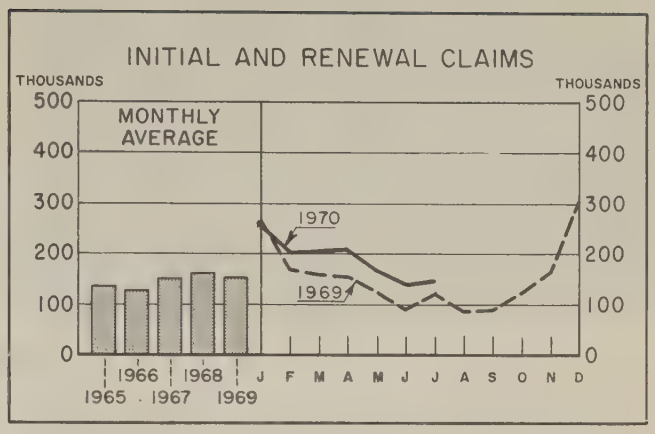
During July, 148,000 initial and renewal claims were filed in local offices across Canada. This was 10,000 more than were filed during June. All provinces except Newfoundland and British Columbia reported increases. In British Columbia there were 6,000 fewer initial claims filed, a decrease of 32 per cent. Claims compared with July 1969, increased by 28,000 or 23 per cent. Newfoundland was the only province with fewer claims filed this year.

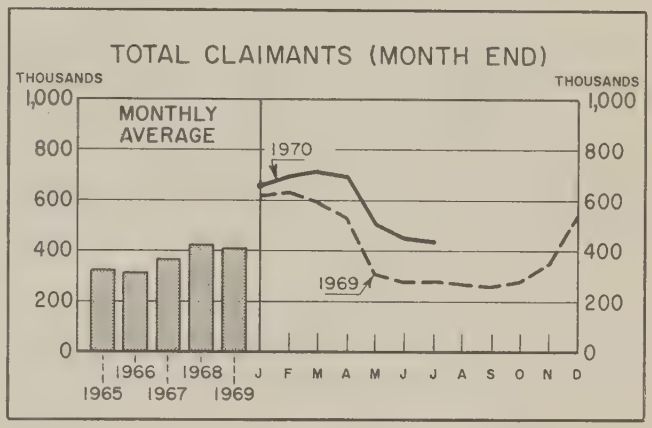
At 439,000, the count of claimants on July 31 was virtually unchanged from June 30. A decrease of 6,800 males was offset by an increase of 4,300 females. Large numeric changes occurred in Ontario, 16,000 increase; Quebec, 11,000 decrease and British Columbia, 6,000 decrease.

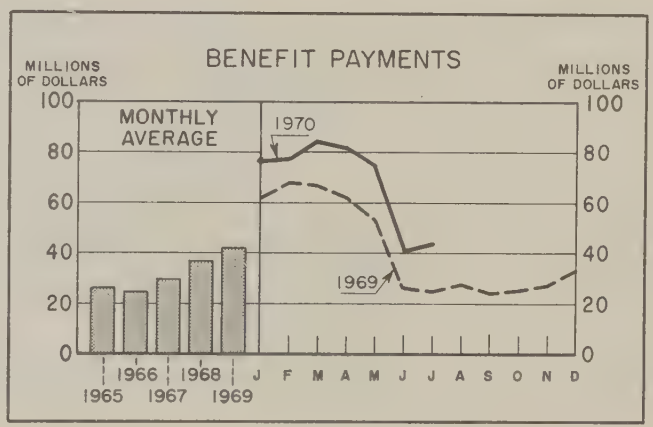
On July 31 there were 161,000 or 58 per cent more claimants than on the same date one year earlier. The number of male claimants increased by 70 per cent, females by 40 per cent. Consequently the proportion of males in the claimant population rose from 60 to 65 per cent. The proportion of claimants who were on claim for at least six months rose from 15 to 23 per cent. All provinces west of the Atlantic region shared in the year-over-year increase. In the Atlantic the size of the claimant population remained unchanged, a small increase in the number of females being offset by fewer males.

The average weekly estimate of beneficiaries in July, 278,000 was 9 per cent higher than in June and 78 per cent higher than in July 1969. Benefit payments totalled $43.9 million in July, $40.5 million in June and $24.8 million in July 1969. The average weekly benefit payment for these three months was $35.07 in July 1970, $35.40 in June 1970 and $31.83 in July 1969.

New cases of recorded unemployment totalled 70,000 during June, an increase of nearly 50 per cent over the June 1969 total. A larger claim total was reported in all provinces except Newfoundland, where a small decrease occurred. The largest numeric increases occurred in Ontario and British Columbia, each accounting for one-third of the change. The four western provinces recorded the largest proportional increases, the number of new cases of unemployment more than doubling in Alberta and British Columbia.







Conciliation before the minister of labour

During September the Minister of Labour appointed conciliation officers to deal with the following disputes:

Genaire (1961) Limited, Malton, Ont., and District Lodge 717, International Association of Machinists and Aerospace Workers (Conciliation Officer: K. Hulse).

Cominco Ltd. (Con and Rycon Operations) Yellowknife, N.W.T., and United Steelworkers of America (Conciliation Officer: D. H. Cameron).

Outfitters Incorporated Limited, Cornerbrook, Nfld., and Asbestos Workers Union, Local 1612, CLC (Conciliation Officer: W. J. Gillies).

The J. P. Porter Company Limited, Dartmouth, N.S. (Marine Service Employees, Dartmouth Plant) and International Union of Marine & Shipbuilding Workers of Canada, Local 13 (Conciliation Officer: C. A. Ogden).

Canadian National Hotels Limited (Nova Scotian Hotel) Halifax, N.S., and Hotel and Restaurant Employees and Bartenders International Union, Local 662 (Conciliation Officer: R. L. Kervin).

Settlements by conciliation officers

Outfitters Incorporated Limited, Cornerbrook, Nfld., and Asbestos Workers Union, Local 1612 (Conciliation Officer: W. J. Gillies) (see above).

Parkins Construction Limited, Whitehorse, Y.T., and United Brotherhood of Carpenters and Joiners of America, Local 2499 (Conciliation Officer: D. H. Cameron) (L. G., Nov., p. 794).

Smith Transport Limited and Smith Transport (Maritime) Ltd., Saint John, N.B., and Teamsters, Chauffeurs, Warehousemen and Helpers, Local 927; and Teamsters, Chauffeurs, Warehousemen, Helpers and Miscellaneous Workers, Local 76 (Conciliation Officer: C. A. Ogden) (L. G., Aug., p. 584).

CHEK-TV Limited, Victoria, B.C., and National Association of Broadcast Employees and Technicians (Conciliation Officer: D. H. Cameron) (L. G., Nov., p. 795).

Conciliation boards appointed

Canadian Pacific Railway Company (S.S. "Princess of Acadia", Bay of Fundy Service), and Seafarers' International Union of Canada (L. G., June, p. 439).

Hull City Transport Limited, and Hull Metropolitan Transport Limited, and Amalgamated Transit Union, Division 591 (L. G., Oct., p. 728).

Neil Penner Highway Service, Morden, Man., and General Drivers, Warehousemen and Helpers, Local 979 (L. G., Aug., p. 584).

Hudson Bay Mining and Smelting Co. Limited, Flin Flon, Man., and Association of Flin Flon Trade Unions (L. G., Nov., p. 794).

Halterm Limited, Halifax, N.S., and International Longshoremen's Association, Local 269 (L. G., Nov., p. 794).

Conciliation boards fully constituted

The Board of Conciliation and Investigation established in August to deal with a dispute between Motor Transport Industrial Relations Bureau of Ontario Inc. (representing certain car hauling companies) and General Truck Drivers Union, Local 938; Teamsters, Chauffeurs, Warehousemen and Helpers, Local 880, and Transport Drivers, Warehousemen, and Helpers Union, Local 106 (L. G., Nov., p. 795) was fully constituted in September with the appointment of A. C. Dennis, Lakefield, Ont., as chairman. Mr. Dennis was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee H. J. Clawson, and union nominee Murray Tate, both of Toronto.

The Board of Conciliation and Investigation established in August to deal with a dispute between British Yukon Navigation Company Limited, Vancouver, B.C., and Canadian Brotherhood of Railway, Transport and General Workers (L. G., Nov., p. 795) was fully constituted

in September with the appointment of R. G. Clements, Vancouver, as chairman. Mr. Clements was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee Robert A. Fulton, and union nominee Fred Mullins, both of Vancouver.

The Board of Conciliation and Investigation established in July to deal with a dispute between Hunt Transport Ltd., Burnaby, B.C., and General Truck Drivers and Helpers Local 31 (L. G., Oct., p. 729) was fully constituted in September with the appointment of B. W. Dysart, Victoria, B.C., as chairman. Mr. Dysart was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee W. J. Wallace, Q.C., and union nominee John Colling, both of Vancouver.

Conciliation board reports received

National Feeds Limited, Abbotsford, B.C., and Retail, Wholesale and Department Store Union, Local 470 (L. G., Nov., p. 795) (Full text appears in Supplement No. 7, 1970).

McAllister Towing Ltd., Montreal, Qué., and Canadian Marine Officers Union (representing Captains and Engineers) (L. G., Oct., p. 729) (Full text appears in Supplement No. 8, 1970).

Sabena Belgian World Airlines (traffic agents, cargo agents and warehousemen, Montreal, Qué.) and Transport Workers Union of America, AFL-CIO, Air Transport Local 504 (L. G., Oct., p. 730) (Full text appears in Supplement No. 8, 1970).

Conciliation board cancelled

CHEK-TV Limited, Victoria, B.C., and National Association of Broadcast Employees and Technicians (settlement reached with the assistance of D. H. Cameron) (see above).

Settlements reached after Board procedure

National Harbours Board, Montreal Harbour, and National Harbours Board Police Brotherhood (L. G., Oct., p. 730).

La Cie Transol Inc., Québec City, Qué., and Local 1141, Canadian Union of Public Employees (L. G., Oct., p. 730).

Certification before the CLRB

The Canada Labour Relations Board met for two days during September. It granted five applications for certification, rejected three, ordered two representation votes, and granted two applications for revocation of certification. One request for review of an earlier decision was granted and another was denied. During the month the Board received 12 applications for certification and permitted the withdrawal of three such applications.

Applications for certification granted

Syndicat National des employés de Radio Etchemin (CFLS) (CSN) on behalf of a unit of personnel employed at radio station CFLS by Radio Etchemin Inc., Levis, Qué. (L. G., Aug., p. 583).

Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed aboard towboats by Pacific Towing Services Limited, Vancouver, B.C. (L. G., Oct., p. 732).

United Steelworkers of America, on behalf of a unit of labourer/janitors and other personnel employed at the Whiteshell Nuclear Research Establishment, Pinawa, Man. by Atomic Energy of Canada Limited, Ottawa, Ont. (L. G., Oct., p. 732).

International Union of Operating Engineers, Local 115, on behalf of a unit of personnel employed in the Yukon Territory by Devon Thread and Pipe Fitting Ltd., Devon, Alta. (L. G., Oct., p. 733).

International Association of Machinists and Aerospace Workers, on behalf of a unit of truck drivers, farm tractor operator, and clothing crib attendant employed at the Whiteshell Nuclear Research Establishment, Pinawa, Man. by Atomic Energy of Canada Limited, Ottawa, Ont. (L. G., Nov., p. 798).

Applications for certification rejected

Canadian Merchant Service Guild, applicant, and Pacific Hovercraft Ltd., Vancouver, B.C., respondent. (L. G., Sept., p. 657). The application was rejected because it was not supported by a majority of the employees affected in a representation vote conducted by the Board.

National Association of Broadcast Employees and Technicians, applicant, and Lethbridge Television Limited (CJLH-TV), Lethbridge, Alta., respondent. (L. G., Nov., p. 796). The application was rejected because it was not supported by a majority of the employees affected in a representation vote conducted by the Board.

Truckers, Cartagemen, Construction and Building Material Employees, Local 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Atco (Western) Ltd., Calgary, Alta., respondent. (L. G., Sept., p. 659). The application was rejected because the Board is of opinion upon the information presently before it that the respondent employer and its employees are not employed upon a work, undertaking, or business to which the provisions of Part I of the Act apply.

Representation votes ordered—certification

Truckers, Cartagemen, Construction and Building Employees, Local 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Bekins Moving & Storage Company (Alberta) Ltd., Calgary, Alta., respondent (L. G., Aug., p. 583) (Returning Officer: A. F. Tulloch).

American Federation of Grain Millers, Local 242, applicant, and Strathroy Flour Mills Limited, Strathroy, Ont., respondent (L. G., Oct., p. 733). (Returning Officer: H. A. Fisher).

Applications for revocation granted

The Board granted an application made by George W. Mountain, et al., for revocation of an Order of Certification dated May 23, 1963, certifying the National Association of Broadcast Employees and Technicians as the bargaining agent of a unit of employees of Radio Atlantic Limited, Fredericton, N.B., employed at Radio Station CFNB. The Board's decision followed the taking of a representation vote (L. G., Oct., p. 733).

The Board granted an application made by Tony Eckert and Art Penner, for the revocation of an Order of Certification issued February 27, 1969, to Chauffeurs, Teamsters and Helpers, Local 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, in respect of a unit of employees of Melchin Auto Transport Ltd., Calgary, Alta., employed at its terminals in Regina and Saskatoon in Saskatchewan. The Teamsters did not contest the application for revocation.

Request for review granted

The Board granted a request for review under Section 61(2) of the Act made jointly by the Syndicat General de la Radio (CSN), CKVL, and Radio Futura Limitée (Radio Stations CKVL-AM and CKVL-FM), Verdun, Qué. The request was for the substitution of a revised description of the bargaining unit for that contained in the Board's Order of Certification issued April 25 1966 (L. G. 1966, p. 373).

Request for review denied

The Board denied a request for review under Section 61(2) of the Act made by Edmond N. Picard, J. G. Vienneau, et al., affecting a unit of train dispatchers and crew clerks employed by the Québec North Shore and Labrador Railway Company, Sept-Iles, Qué., for

which the United Transportation Union had been certified by the Board as bargaining agent on September 8, 1969. The request sought to have the train dispatchers excluded from the certified bargaining unit (L. G., Nov., p. 798).

Applications for certification received

Amalgamated Meat Cutters and Butcher Workmen of North America, on behalf of a unit of employees of Tyler Transport Limited, Acton, Ont. (Investigating Officer: K. Hulse).

International Union of Operating Engineers, Local 115, on behalf of a unit of construction equipment operators and other employees of G & G Equipment Co. Ltd., Whitehorse, Y.T. (Investigating Officer: A. A. Franklin).

Amalgamated Meat Cutters and Butcher Workmen of North America, Local P319, on behalf of a unit of employees of United Grain Growers Ltd. employed in its Canwest Seed Company plant at Edmonton, Alta. (Investigating Officer: A. A. Franklin).

Canadian Telecommunications Union, Division No. 43, United Telegraph Workers, on behalf of a unit of agents employed at various points by Canadian National Railways—Telecommunications Department, Toronto, Ont. (Investigating Officer: K. Hulse).

International Association of Machinists and Aerospace Workers, on behalf of a unit of office personnel employed by Québecair Inc., Dorval, Qué. (Investigating Officer: R. Dorion).

Le Syndicat des Journalistes de Montreal Inc. (CSN) on behalf of a unit of employees of Radio Laval Inc., Montreal, Qué. (Investigating Officer: R. Dorion).

J. Kearns Transport Ltd. Drivers Association, on behalf of a unit of truck drivers employed by J. Kearns Transport Ltd., Regina, Sask. (Investigating Officer: A. F. Tulloch).

Association of Canadian Television and Radio Artists, on behalf of a unit of announcers and continuity writers employed at Radio Stations CFRA and CFMO by Radio Station CFRA Ltd., Ottawa, Ont. (Investigating Officer: G. A. Plante).

Syndicat des employés de l'aviation regionale (CSN) on behalf of a unit of employees of Gagnon Air Service Ltd., Shipshaw, Qué. (Investigating Officer: R. Dorion).

Fuel, Bus, Limousine, Petroleum Drivers & Allied Employees, Local 352, Miscellaneous Workers, Wholesale and Retail Delivery Drivers and Helpers, Local 351, Cartage and Miscellaneous Employees Montreal and Vicinity, Local 931, and General Drivers, Warehousemen and Helpers, Local 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of the unit of sales agents employed at various locations in Canada by Pan American World Airways Inc., Toronto, Ont. (Investigating Officer: H. A. Fisher).

Rempel-Trail Transportation Employees Association, on behalf of a unit of employees of Rempel-Trail Transportation Ltd., Edmonton, Alta. (Investigating Officer: A. A. Franklin).

United Transportation Union, on behalf of a unit of locomotive engineers employed by Ontario Northland Railway, North Bay, Ont. (Investigating Officer: H. A. Fisher).

Applications for certification withdrawn

Le Syndicat des Journalistes de Montréal Inc., (CSN), applicant, and Radio Laval Inc., Montreal, Qué., respondent (CKLM).

International Association of Machinists and Aerospace Workers, applicant, and Skycharter (A Division of Sky Charter Aircraft Sales Limited), Malton, Ont., respondent.

Building Material, Construction and Fuel Truck Drivers Union, Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Art Smith Construction Co. Ltd., Whitehorse, Y.T., respondent.

General topics

Wage schedules

During August, the Department of Labour prepared 384 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, 292 contracts in these categories were awarded. In addition, 14 contracts containing the General Fair Wages Clause were awarded.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a bona fide interest in the execution of the contract.

During August, the sum of $10,262.14 was collected from 11 contractors for wage arrears owing their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 148 workers concerned.

Full text of speeches

The full text of all speeches given at the 7th annual meeting of the Canadian Industrial Relations Research Institute will appear in the first 1971 number of "Industrial Relations," a review published quarterly by the Department of Industrial Relations, Faculty of Social Sciences, Laval University, Québec.

Employment review

Employment decreased 29,000 to 8,272,000 between July and August and was 101,000, or 1.2 per cent, higher than in August 1969. The labour force decreased by 99,000 to 8,720,000, an above-average decline for the July-August period, and was 231,000 or 2.7 per cent, higher than in August 1969. Unemployment, at 448,000, was 70,000 lower than in July, a much larger reduction than usual, but was 130,000 higher than in August 1969. **The seasonally adjusted unemployment rate, at 6.7 per cent, was unchanged.**

Employment

There were reductions in employment in both the agricultural and non-agricultural sectors between July and August. Large decreases in community, business and personal services, 30,000, and in trade, 19,000, were partly offset by small increases in other non-agricultural industries.

Employment among persons under 25 years of age, declined by 40,000, an unusually large reduction between July and August. For men 25 years and over, employment increased by 33,000, and for women 25 years and over it decreased 21,000.

The seasonally-adjusted level of employment declined by 12,000 to 7,859,000. The largest regional changes were a decrease of 22,000 in Québec and an increase of 16,000 in Ontario.

Unemployment

There was a large decline in unemployment, 70,000, in August, as a result of decreases in unemployment among persons aged 14-24. There were small changes in unemployment among men and women 25 years and over. Compared with August 1969, the number of unemployed persons in the age group 14-24, was 75,000 higher in August 1970. The yearly increase for persons 25 years of age and over was 55,000.

Declines in unemployment between July and August were larger than usual in all regions except the Prairies.

U.S. employment

The rate of unemployment increased to 5.5 per cent in September from 5.1 per cent in August. Included in the monthly survey were a number of students about to return to school who are not ordinarily counted, but who were included for technical reasons. The number of persons who were unemployed because they had lost their jobs—not because they had quit or had just started looking for work—rose by 100,000 to about 2.1 million.

Employment outside of agriculture recorded no further decline during the month. Stabilization of non-agricultural payrolls at 70.4 million workers in September marked the first time since April that these payrolls had not shown a decline. The unemployment rate for women 25 years of age and older rose to 4.4 per cent from 4.1, although the rate for men remained at the August level of 3 per cent. The number of persons who had been unemployed for five weeks or longer rose by more than 200,000 to a total of 2.3 million.

Unemployment insurance fund

During August, 1970, 18,342 investigations were finalized across Canada. Of these, 10,918 were on-premises investigations and 1,979 were selective investigations to verify the fulfilment of statutory conditions. The remaining 480 formal investigations and 4,965 post audit investigations were in connection with claimants suspected of making false statements to obtain benefits.

Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 1,365.

Prosecutions were commenced in 80 cases, all against claimants. This does not include employer prosecutions commenced by the Revenue Branch.

Revenue received by the Unemployment Insurance Fund in August totalled $58,738,246.01 compared with $56,273,965.60 in July and $52,517,666.11 in August 1969. **Benefits paid in August totalled $41,377,428.23 compared with $43,854,344.73 in July and $27,745,071.74 in August 1969.** The balance in the Fund on August 31 was $438,152,193.62 compared with $420,791,375.84 at the end of July and $438,549,532.90 on August 31, 1969.

December credits

Unemployment insurance report, p. 876, originates with the Unemployment Insurance and Manpower Section of the Dominion Bureau of Statistics. A claimant's unemployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total registered clients."

Certification before the CLRB, p. 879, is prepared by the Employee Representation Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Conciliation before the Minister of Labour, p. 878, originates with the Conciliation and Arbitration Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

Labour legislation in 1969-70, p. 856, was prepared by the Legislation Branch of the Department of Labour.

No one under 60 need apply, p. 855, was submitted by the Section on Older Workers, Manpower Utilization Branch, Department of Manpower and Immigration.

Photos. Public Archives of Canada: p. 837. NFB: p. 847, 848, 849. British Information Services: p. 851, 852, 853.

Publications in the library

List No. 261

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university or public) or directly if there is no local library. Please indicate the publication number and the month listed, when requesting loans.

Canada

■ **No. 1—Atlantic Development Board.** Urban centres in the Atlantic Provinces. Ottawa, 1969 1v. (various pagings).

■ **No. 2—Le Canada au seuil de l'abondance.** [Montréal, Editions] HMH [1969] 376 p. En tête du titre: Entretiens de Cerisy-la-Salle. Texte des communications présentées au colloque tenu fin juillet 1968 au Centre culturel international de Cerisy-la-Salle, France.

■ **No. 3—Higgins, Benjamin Howard.** Canada's trade policy in the second development decade, by Benjamin and Jean Higgins. [Montreal] Sponsored by the Canadian Economic Policy Committee, Private Planning Association of Canada [1970] 70 p.

■ **No. 4—Trudel, Marcel.** L'histoire du Canada; enquête sur les manuels [par] Marcel Trudel et Geneviève Jain. [Ottawa, Imprimeur de la Reine, 1969] 129 p.

Collective bargaining

■ **No. 5—Collective Bargaining Forum, New York, 1969.** Collective bargaining today; proceedings of the Collective Bargaining Forum, 1969; a conference sponsored by the Institute of Collective Bargaining and Group Relations, May 12;13, 1969, New York City. Washington, Bureau of National Affairs [c1970] xvii, 503 p.

Corporations

■ **No. 6—Conference on Antitrust Issues in Today's Economy. 9th, New York, 1970.** New technologies, competition, and antitrust; consequences of multiplying company and market structures. Transcript of conference. New York, National Industrial Conference Board, 1970. 30 p.

■ **No. 7—National Industrial Conference Board.** Managing the international financial function, by Irene W. Meister. New York, 1970. 122 p.

Disadvantaged

■ **No. 8—National Industrial Conference Board.** Managing programs to employ the disadvantaged, by Allen R. Janger and Ruth G. Shaeffer. New York, 1970. 122 p.

■ **No. 9—U.S. Department of Labor. Manpower Administration.** The Neighborhood Youth Corps: a review of research. [Washington, G.P.O., 1970] 56 p. This monograph is one of a series being published on research conducted under Title I of the Manpower Development and Training Act of 1962.

■ **No. 10—U.S. Department of Labor. Manpower Administration.** Special job creation for the hard-to-employ in Western Europe. [Washington, G.P.O., 1970] 44 p.

Employees' Representation in Management

■ **No. 11—Combe, Maurice.** L'alibi; vingt ans d'un Comité Central d'Entreprise. [Paris, Editions] Gallimard [1969] 330 p.

■ **No. 12—Wilken, Folkert.** The liberation of work; the elimination of strikes and strife in industry through associative organization of enterprise. London, Routledge & Kegan Paul [1969] 109 p.

Employment management

■ **No. 13—McLeod, William E.** Personnel management for Canadians. Toronto, Macmillan [1970] 186 p.

■ **No. 14—National Industrial Conference Board.** Company controls for drinking problems, by Stephen Habbe. New York, 1969. 124 p.

Labour organization

■ **No. 15—Bain, George Sayers.** The growth of white-collar unionism. Oxford, Clarendon Press, 1970.

■ **No. 16—Bok, Derek Curtis.** Labor and the American community, by Derek C. Bok and John T. Dunlop. New York, Simon and Schuster [1970] 542 p.

■ **No. 17—McFarland, Alan Roberts.** Union authorization cards and the NLRB; a study of congressional intent, administrative policy, and judicial review, by Alan Roberts McFarland and Wayne S. Bishop. Philadelphia, Industrial Research Unit, Wharton School of Finance and Commerce, University of Pennsylvania; distributed by University of Pennsylvania Press [1969] xvi, 96 p.

■ **No. 18—Roberts, Geoffrey.** Demarcation rules in ship-building and ship-repairing. Cambridge [Eng.] University Press, 1967. 45 p.

■ **No. 19—van de Vall, Mark.** Labor organizations; a macro- and micro-sociological analysis on a comparative basis. Cambridge, Eng., University Press, 1970. xi, 257 p. Originally published in Dutch in 1964. English edition has been entirely revised.

Labouring classes

■ **No. 20—The Affluent worker:** political attitudes and behaviour [by] John H. Goldthorpe [and others] London, Cambridge, U.P., 1968. vii, [95] p.

■ **No. 21—Bodiguel, Jean Luc.** La réduction du temps de travail, enjeu de la lutte sociale ... Paris, Editions Economie et humanisme, Editions ouvrières [1969] 319 p.

■ **No. 22—Delehanty, John Aloysius, ed.** Manpower problems and policies; full employment and opportunity for all. Scranton, Pa., International Textbook Co. [1969] 412 p.

■ **No. 23—Slote, Alfred.** Termination; the closing at Baker plant. With a foreword by Sidney Cobb. Indianapolis, Bobbs-Merrill [1969] 340 p.

Municipal government

■ **No. 24—Canadian Tax Foundation.** Regional government. [Toronto] 1970. 10 p.

■ **No. 25—Committee for Economic Development.** Reshaping government in metropolitan areas; a statement on national policy, by the Research and Policy Committee of the Committee for Economic Development, February 1970. [New York, 1970] 83 p.

Physicians

■ **No. 26—Canada. Department of National Health and Welfare. Research and Statistical Directorate.** Earnings of physicians in Canada, 1958-1968. [Ottawa, 1970] 40 p.

Public employees

■ **No. 27—California. University. Institute of Industrial Relations.** Management's response to public employee organizations, by James Marshall. Berkeley, 1970. 53 p.

■ **No. 28—Cole, Stephen.** The unionization of teachers; a case study of the UFT. New York, Praeger [1969] 245 p.

■ **No. 29—Ocheltree, Keith, ed.** Perspective in public employee negotiation. Chicago, Public Personnel Association [c1969] 98 p.

Technology

■ **No. 30—Landes, David Saul.** The unbound Prometheus: technological change and industrial development in Western Europe from 1750 to the present. London, Cambridge U.P., 1969. 566 p.

Unemployment

■ **No. 31—Clague, Ewan.** Unemployment: past, present, and future. Washington, American Enterprise Institute for Public Policy Research [1969] 45 p.

■ **No. 32—National Industrial Conference Board.** Factors moderating unemployment abroad, by David Bauer. New York, 1970. 43 p.

Wages and hours

■ **No. 33—Great Britain. National Board for Prices and Incomes.** Pay and conditions of industrial civil servants. London, H.M.S.O., 1970 [103] p.

■ **No. 34—U.S. Bureau of Labor Statistics.** National survey of professional, administrative, technical, and clerical pay, June 1969; accountants and auditors, attorneys, personnel management, buyers, engineers and chemists, engineering technicians, draftsmen, office clerical. Washington [G.P.O., 1970] 79 p.

Women

■ **No. 35—Colon, Clara.** Enter fighting: today's woman; a Marxist-Leninist view. New York, New Outlook Publishers, 1970. 95 p.

Miscellaneous

■ **No. 36—National Conference of Chairmen of Productivity Groups, Canberra, 1969.** Proceedings, Canberra 22 September 1969. [Canberra, G.P.O., 1969] 31 p.

■ **No. 37—U.S. Department of Commerce. Office of Business Economics.** Input-output structure of the U.S. economy: 1963. [Washington, G.P.O., 1970] 3v. Contents:- v.1 Transactions data for detailed industries. v.2. Direct requirements for detailed industries. v.3. Total requirements for detailed industries.

■ **No. 38—U.S. Small Business Administration.** Starting and managing a retail flower shop, by Paul R. Krone. Washington [G.P.O., 1970] 121 p.

■ **No. 39—Whitworth, Frederick E.** Wanted, a rationale for R & D in vocational-technical education and the industrial arts. Ottawa, Canadian Council for Research in Education [1970?] 26 p.

■ **No. 40—Wonnacott, Thomas Herbert.** Introductory statistics [by] Thomas H. Wonnacott [and] Ronald J. Wonnacott. New York, Wiley [1969] 403 p.

Statistics Section

Labour Statistics

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
		(in thousands)		
TOTAL CIVILIAN LABOUR FORCE*				
Week ended July 18, 1970		8,819	+ 1.6	+ 3.1
Employed		8,301	+ 1.9	+ 1.2
Agriculture		619	+ 8.8	— 3.9
Non-agriculture		7,682	+ 1.4	+ 1.7
Paid workers		7,181	+ 1.9	+ 1.8
At work 35 hours or more		5,767	— 12.4	— 2.2
At work less than 35 hours		1,168	— 5.9	+ 19.7
Employed but not at work		1,367	+319.3	+ 2.7
Unemployed		518	— 2.1	+ 48.4
Atlantic		48	+ 26.3	+ 14.3
Québec		184	— 2.1	+ 32.4
Ontario		153	— 3.2	+ 59.4
Prairie		57	— 1.7	+ 50.0
British Columbia		76	— 12.6	+123.5
Without work and seeking work		490	— 3.4	+ 48.9
On temporary layoff up to 30 days		27	+ 17.4	+ 35.0
INDUSTRIAL EMPLOYMENT (1961 = 100)†	July	128.4	— 1.0	— 0.5
Manufacturing employment (1961 = 100)†	July	122.9	— 1.9	— 1.9
IMMIGRATION	1st 6 mos. 1970	70,835	—	— 0.4
Destined to the labour force	1st 6 mos. 1970	37,917	—	— 0.1
STRIKES AND LOCKOUTS				
Strikes and lockouts	August	111	— 6.7	— 5.1
No. of workers involved	August	70,835	— 27.7	— 5.2
Duration in man days	August	675,320	— 41.5	— 42.7
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)†	July	$126.80	— 0.2	+ 7.3
Average hourly earnings (mfg.)†	July	$ 3.00	— 0.7	+ 8.3
Average weekly hours paid†	July	39.5	— 1.5	— 1.0
Average weekly wages (mfg.)†	July	$118.26	— 2.7	+ 7.0
Consumer price index (1961 = 100)	July	130.5	+ 0.5	+ 3.2
Index numbers of weekly wages in 1961 dollars (1961 = 100)‡	June	124.4	+ 0.5	+ 4.7
Total labour income (Millions of dollars)†	July	3,958	— 0.9	+ 9.2
INDUSTRIAL PRODUCTION†				
Total (average 1961 = 100)	July	170.2	— 0.6	+ 2.2
Manufacturing	July	165.9	— 1.0	— 1.8
Durables	July	181.6	— 1.8	— 4.1
Non-durables	July	153.2	—	+ 0.5
NEW RESIDENTIAL CONSTRUCTION**				
Starts	July	13,873	+ 19.7	— 7.9
Completions	July	10,203	+ 25.8	— 24.1
Under construction	July	101,753	+ 3.2	— 13.3

* Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of the Dominion Bureau of Statistics, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.
† Advance data.
‡ Preliminary.
** Centres of 10,000 population or more.

Tables

A-1 to A-3—Labour Force

B-1—Labour Income

C-1 to C-7—Employment, Hours and Earnings

E-1 to E-4—Unemployment Insurance

F-1 and F-2—Prices

G-1 to G-4—Strikes and Lockouts

A—Labour Force

Table A-1—Regional Distribution, Week Ended July 18, 1970

	Canada	Atlantic	Québec	Ontario	Prairies	B.C.
			(in thousands)			
THE LABOUR FORCE	8,819	713	2,455	3,269	1,463	919
Men	6,020	499	1,702	2,197	1,001	621
Women	2,799	214	753	1,072	462	298
14-19 years	1,219	110	330	421	232	127
20-24 years	1,387	142	429	464	221	130
25-44 years	3,557	246	1,025	1,359	547	380
45-64 years	2,450	200	620	948	421	261
65 years and over	207	16	52	77	42	21
EMPLOYED	8,301	665	2,271	3,116	1,406	843
Men	5,649	462	1,567	2,093	962	565
Women	2,652	203	704	1,023	444	278
Agriculture	619	34	132	157	260	36
Non-agriculture	7,682	631	2,139	2,959	1,146	807
Paid Workers	7,181	582	1,967	2,795	1,093	744
Men	4,760	397	1,338	1,840	694	491
Women	2,421	185	629	955	399	253
UNEMPLOYED	518	48	184	153	57	76
Men	371	37	135	104	39	56
Women	147	11	49	49	18	20
PERSONS NOT IN LABOUR FORCE	6,211	671	1,835	2,132	957	616
Men	1,428	187	414	468	217	142
Women	4,783	484	1,421	1,664	740	474

*Less than 10,000. Source: Labour Force Survey, DBS.

Table A-2—Age, Sex and Marital Status, Week Ended July 18, 1970

	Total	14-19 Years All Persons	20-64 Years				65 Years and Over All Persons
			Men		Women		
			Married	Other	Married	Other	
	(in thousands)						
POPULATION 14 YEARS OF AGE AND OVER*	15,030	2,490	4,213	1,242	4,321	1,191	1,572
LABOUR FORCE	8,819	1,219	4,041	1,098	1,436	819	207
Employed	8,301	1,037	3,899	984	1,395	786	200
Unemployed	518	182	142	113	41	33	**
NOT IN LABOUR FORCE	6,211	1,271	172	145	2,885	372	1,365
PARTICIPATION RATE†							
1970 July 18	58.7	49.0	95.9	88.4	33.2	68.8	13.2
June 20	57.8	40.9	96.1	87.7	34.6	70.0	13.4
UNEMPLOYMENT RATE‡							
1970 July 18	5.9	14.9	3.5	10.3	2.9	4.0	**
June 20	6.1	17.7	3.6	11.7	2.6	4.4	**

* Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.
† The labour force as a percentage of the population of 14 years of age and over.
‡ The unemployed as a percentage of the labour force.
** Less than 10,000 unemployed.
Source: Labour Force Survey, DBS.

Table A-3—Unemployed, Week Ended July 18, 1970

	July 1970	June 1970	July 1969
	(in thousands)		
TOTAL UNEMPLOYED	518	529	349
On temporary layoff up to 30 days	27	23	20
Without work and seeking work	490	507	329
Seeking:			
Full-time work	442	462	304
Part-time work	48	44	25
Under 1 month	128	187	102
1-3 months	205	157	131
4-6 months	69	75	35
More than 6 months	88	88	61

Source: Labour Force Survey, DBS.

B—Labour Income

Table B-1—Estimates of Labour Income, by Industry‡‡

Year and Month	Mining	Manufacturing	Transportation Communication and Public Utilities**	Forestry	Construction	Trade	Finance, Services (including Government)	Supplementary Labour Income	Totals†
	Monthly Totals								
	(millions of dollars)								
1965—Total*	697	7,981	3,139	387	2,262	3,662	8,508	1,231	28,18
1966—Total*	765	8,898	3,402	423	2,660	4,037	9,708	1,688	31,90
1967—Total*	846	9,517	3,830	453	2,771	4,402	11,266	1,835	35,27
1968—Total*	919	10,167	4,106	434	2,855	4,847	12,755	2,035	38,49
1969—Total*	959	11,258	4,575	468	3,112	5,482	14,734	2,234	43,20
1969—July*	78.7	943.6	396.0	48.1	279.4	454.2	1,272.3	199.5	3,717.(
August*	76.7	948.1	405.7	48.6	300.0	454.2	1,257.1	197.0	3,736.(
September*	75.1	968.3	399.2	49.3	303.0	470.3	1,261.3	191.7	3,761.2
October*	76.8	964.2	393.0	47.2	296.2	478.5	1,259.9	188.2	3,738.2
November*	80.9	971.2	392.4	44.8	286.3	492.0	1,289.5	179.0	3,763.(
December*	86.8	963.8	384.3	37.6	242.8	495.1	1,293.5	176.1	3,703.7
1970—January*	88.3	961.8	380.6	37.2	242.4	477.3	1,307.0	173.8	3,688.5
February*	90.3	966.1	382.8	38.9	245.4	478.1	1,310.4	197.3	3,729.5
March*	92.3	973.0	386.7	33.5	245.5	483.7	1,318.2	206.4	3,758.9
April*	89.6	975.0	393.4	29.4	252.7	489.7	1,329.1	204.6	3,790.(
May*	92.3	988.0	406.5	32.5	254.4	494.9	1,352.2	211.2	3,865.4
June†	94.5	1,014.1	414.7	38.5	295.3	505.2	1,383.2	207.2	3,992.5
July‡	94.9	998.3	419.6	40.0	290.8	495.0	1,365.8	206.3	3,958.4
Seasonally Adjusted									
1965—Total*	697	7,981	3,139	387	2,262	3,662	8,508	1,231	28,181
1966—Total*	765	8,898	3,402	423	2,660	4,037	9,708	1,688	31,907
1967—Total*	846	9,517	3,830	453	2,771	4,402	11,266	1,835	35,275
1968—Total*	919	10,167	4,106	434	2,855	4,847	12,755	2,035	38,493
1969—Total*	959	11,258	4,575	468	3,112	5,482	14,734	2,234	43,203
1969—July*	77.4	940.9	383.9	40.6	248.0	447.8	1,270.0	186.3	3,626.0
August*	75.9	940.2	390.5	40.6	259.4	454.7	1,256.8	187.9	3,637.6
September*	75.6	948.9	388.5	40.5	263.1	470.1	1,260.0	189.0	3,667.5
October*	77.3	952.4	387.9	40.5	265.4	475.9	1,255.8	190.4	3,677.4
November*	81.1	964.7	388.5	39.5	273.8	483.5	1,281.8	192.7	3,738.2
December*	88.1	982.2	386.9	41.7	280.5	486.1	1,292.0	195.7	3,785.5
1970—January*	89.0	981.4	393.3	42.2	289.0	488.3	1,319.0	199.1	3,833.6
February*	89.5	982.7	400.1	44.1	292.7	491.5	1,324.6	200.0	3,857.8
March*	91.1	982.2	401.9	44.9	287.7	494.8	1,325.4	200.9	3,861.5
April*	91.7	983.5	400.0	45.2	273.9	494.7	1,341.1	199.9	3,862.7
May*	92.7	983.1	406.1	35.3	253.0	493.7	1,345.8	200.1	3,842.7
June†	92.7	1,000.4	405.0	35.0	270.7	494.4	1,364.8	201.3	3,897.2
July‡	93.5	1,000.3	406.7	33.7	258.8	487.8	1,362.3	199.9	3,875.7

* Revised. † Preliminary. ‡ Advance.
** Includes post office wages and salaries. †† Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, which do not show labour income in Agriculture, Fishing and Trapping. ‡‡ Revised estimates are based on the 1960 standard industrial classification.
Note: Monthly figures may not add to annual totals because of rounding.
Source: Estimates of Labour Income (DBS Cat. No. 72-005).

C—Employment, Hours and Earnings

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at June 1970 employers in the principal non-agricultural industries reported a total employment of 3,842,512. Table C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons and from a sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statistics of hours of work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the reporting firms.

Table C-1—Employment, Payrolls and Weekly Wages and Salaries

Year and Month	Industrial Composite‡ Index Numbers (1961 = 100)			Manufacturing Index Numbers (1961 = 100)		
	Employment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries	Employment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries
			$			$
AVERAGE						
1965	114.3	116.3	91.01	117.2	116.2	94.78
1966	120.7	123.1	96.34	123.5	122.8	100.16
1967	122.6	131.4	102.83	123.1	130.6	106.54
1968	122.7	140.4	109.88	122.1	140.3	114.42
1969	126.9	150.3	117.63	125.2	150.7	122.93
1969—June	130.2	150.3	117.61	128.9	150.4	122.63
July	129.1	151.1	118.21	125.3	149.8	122.18
August	131.1	152.2	119.07	127.9	150.3	122.55
September	130.3	154.0	120.49	127.0	154.0	125.62
October	130.0	154.3	120.71	126.7	154.4	125.93
November	130.1	155.2	121.42	126.4	156.0	127.18
December	126.5	149.4	116.89	123.3	150.2	122.47
1970—January	124.4	157.3	123.08	122.5	158.5	129.28
February	124.3	158.7	124.14	122.6	159.6	130.17
March	124.2	158.2	123.79	122.6	159.5	130.08
April	124.5	160.4	125.53	122.2	161.2	131.43
May*	126.7	161.0	126.07	122.8	162.3	132.39
June†	129.6	162.5	127.17	125.3	163.6	133.40

* Revised. † Preliminary.
‡ Includes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities; trade; finance, insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service)
Source: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	June 1970	May 1970	June 1969	June 1970	May 1970	June 1969
	(1961 = 100)			$	$	$
REGION AND PROVINCE						
Atlantic Region	122.9	117.7	124.0	106.08	105.00	96.57
Newfoundland	128.6	118.6	122.3	116.92	115.75	104.82
Prince Edward Island	138.8	132.3	142.7	83.05	82.39	78.69
Nova Scotia	116.4	114.2	122.7	104.77	104.04	95.05
New Brunswick	125.5	119.9	124.9	102.63	101.46	94.97
Québec	122.2	119.0	122.8	122.32	121.71	114.10
Ontario	133.9	132.0	134.4	132.70	131.24	121.58
Prairie Region	128.8	125.7	129.7	121.64	120.71	113.33
Manitoba	120.2	117.6	120.6	116.63	115.32	108.87
Saskatchewan	116.4	112.5	122.0	114.54	114.60	108.36
Alberta	141.1	138.0	140.5	127.63	126.63	118.35
British Columbia	139.2	134.8	140.1	137.37	135.79	129.31
CANADA	129.6	126.7	130.2	127.17	126.07	117.61
URBAN AREAS						
St. John's	137.5	133.5	140.5	101.66	99.53	95.22
Halifax	122.0	119.5	121.7	106.74	106.23	98.39
Sydney	92.0	91.1	91.8	106.07	106.22	101.56
Moncton	136.6	133.0	129.0	100.83	99.43	92.75
Saint John	114.4	114.6	114.3	106.28	104.04	98.29
Chicoutimi	116.0	113.4	114.2	143.25	142.05	138.48
Montreal	123.2	121.5	125.4	126.16	125.34	115.81
Québec	125.1	122.0	115.0	109.01	108.84	98.61
Shawinigan	99.2	96.9	95.3	125.37	124.75	121.28
Sherbrooke	114.4	109.9	118.7	108.17	107.75	98.25
Trois-Rivières	117.8	108.9	117.3	120.08	117.94	107.66
Ottawa-Hull	143.3	141.9	140.0	119.66	118.01	110.04
Belleville	126.7	124.9	126.8	112.08	110.07	103.39
Brampton	293.6	291.3	287.7	130.25	127.59	119.02
Brantford	132.5	132.1	140.7	117.54	117.28	112.32
Thunder Bay	127.6	124.6	128.5	124.97	121.05	119.62
Guelph	145.8	144.2	144.9	121.32	120.95	110.12
Hamilton	126.0	122.8	126.1	135.00	134.72	122.52
Kingston	127.6	126.9	133.9	120.21	120.20	116.41
Kitchener	155.1	153.3	158.0	118.78	116.46	108.41
London	127.7	125.5	127.3	122.79	121.91	114.60
Niagara Falls	120.8	114.4	119.4	117.40	116.43	111.90
Oshawa	134.2	138.5	144.6	152.05	146.89	136.34
Peterborough	143.1	140.4	144.2	131.92	131.22	122.63
Sarnia	138.4	138.2	143.9	165.08	162.57	153.92
Sault Ste. Marie	127.4	124.7	128.5	145.77	144.25	134.75
Sudbury	132.6	131.7	126.8	155.17	156.43	139.36
St. Catharines	137.4	143.7	143.6	144.21	140.77	130.90
Timmins	75.8	72.1	76.1	116.14	116.25	105.39
Toronto	136.9	135.7	136.3	134.95	133.47	122.99
Welland	120.7	117.9	115.3	149.02	147.03	140.53
Windsor	150.4	147.5	150.2	160.21	155.90	136.25
Winnipeg	123.6	121.3	123.1	109.80	108.41	101.48
Regina	120.7	116.1	128.0	112.10	110.97	103.55
Saskatoon	135.8	131.5	144.6	108.82	109.94	102.63
Calgary	150.4	147.7	151.2	126.09	125.90	117.79
Edmonton	150.3	147.4	147.4	123.26	121.32	112.76
Vancouver	138.6	137.4	139.8	133.86	132.25	125.94
Victoria	129.2	127.6	135.7	116.58	116.20	113.86

* Latest figures subject to revision. Source: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-3—Estimates of Employees by Industry, Provinces and Canada

		Forestry	Mines, Quarries and Oil Wells	Manufacturing		Construction	Transportation, Communication and Other Utilities	Trade	Finance, Insurance and Real Estate	Community, Business and Personal Services		Public Administration and Defence††	Total Specified Industries
				Non-durables	Durables					Non-commercial Sector‡	Commercial Sector**		
						(in thousands)							
Canada													
June	1970*	—	127.1	867.8	795.3	369.4	—	1,090.4	304.7	1,194.5	706.2	456.6	6,637.4
May	1970*	58.2	129.0	860.0	800.5	356.4	662.3	1,133.8	310.3	1,194.5	763.5	449.6	6,710.0
June	1969†	79.2	124.2	894.4	844.0	390.6	682.3	1,071.3	301.9	1,128.5	726.2	422.9	6,665.5
NEWFOUNDLAND													
May	1970*	1.3	6.0	11.5	1.8	7.0	13.7	18.2	2.2	22.0	8.7	8.5	101.0
April	1970*	1.1	5.8	9.9	1.7	6.0	13.4	16.8	2.2	22.0	8.2	8.1	95.4
May	1969†	1.1	5.0	10.5	1.7	8.6	13.8	17.4	2.2	21.7	8.5	8.1	98.5
PRINCE EDWARD ISLAND													
May	1970*	0.1	—	2.2	0.4	1.5	2.9	4.4	0.6	6.1	2.0	2.4	22.6
April	1970*	0.1	—	1.7	0.3	1.2	2.8	4.0	0.6	5.1	1.7	2.3	19.7
May	1969†	—	—	2.4	0.4	1.5	2.8	4.6	0.6	5.9	1.8	2.1	22.1
NOVA SCOTIA													
May	1970*	2.4	5.5	18.4	14.4	16.2	19.9	36.6	7.2	46.1	17.2	22.6	206.7
April	1970*	1.9	5.4	17.3	13.9	14.7	19.5	32.6	7.1	44.2	15.3	20.7	192.5
May	1969†	2.8	5.8	18.6	14.6	14.0	23.1	32.6	7.0	41.4	16.4	20.4	196.7
NEW BRUNSWICK													
May	1970*	4.3	2.5	19.9	9.9	10.0	21.7	26.9	4.7	32.3	13.1	12.8	158.2
April	1970*	2.5	2.4	17.6	9.8	9.3	21.2	26.5	4.7	33.2	11.3	12.3	150.8
May	1969†	5.2	2.4	20.3	11.0	10.2	20.7	25.7	4.6	32.2	10.9	12.0	155.1
QUÉBEC													
May	1970*	16.5	25.6	322.2	197.6	78.8	182.7	279.5	86.2	328.5	193.3	101.1	1,812.0
April	1970*	8.5	24.8	321.0	194.6	74.2	176.1	263.2	84.6	329.7	179.9	101.6	1,758.2
May	1969†	19.6	22.6	325.5	199.4	74.8	184.1	258.7	83.6	307.5	173.2	84.0	1,733.0
ONTARIO													
May	1970*	9.4	36.7	369.6	453.4	154.5	219.4	461.3	135.9	443.7	310.3	179.9	2,742.8
April	1970*	7.7	35.2	366.9	453.1	141.9	215.8	432.5	131.1	442.7	286.5	173.6	2,687.0
May	1969†	9.6	36.2	375.2	471.5	146.5	217.5	424.7	129.6	414.0	278.7	169.1	2,672.4
MANITOBA													
May	1970*	0.7	8.1	28.5	23.2	15.1	44.4	56.5	13.6	54.7	35.1	20.7	300.7
April	1970*	0.7	8.0	27.9	22.2	14.0	43.5	54.7	13.5	53.2	32.7	19.8	290.5
May	1969†	0.9	7.1	28.7	21.6	16.8	45.9	54.9	13.5	52.2	33.2	19.7	294.6
SASKATCHEWAN													
May	1970*	0.6	5.7	10.1	5.2	9.0	25.0	37.0	8.0	49.6	19.6	19.2	188.9
April	1970*	0.4	5.5	9.9	5.0	6.9	24.1	36.8	8.0	50.6	19.7	17.9	184.8
May	1969†	0.4	5.3	10.3	5.6	13.6	26.3	39.9	8.7	46.8	21.3	18.8	197.1
ALBERTA													
May	1970*	1.5	23.3	28.4	26.3	39.6	51.9	90.8	19.9	101.5	66.4	36.2	485.6
April	1970*	1.4	22.6	27.7	25.9	35.5	50.6	86.3	19.6	101.3	61.0	33.9	465.9
May	1969†	1.9	21.3	27.8	26.3	39.3	52.7	84.7	18.4	97.2	59.1	32.4	461.0
BRITISH COLUMBIA													
May	1970*	16.1	12.1	51.4	73.5	33.1	82.5	116.5	31.8	109.6	88.1	41.6	656.4
April	1970*	18.9	11.5	52.8	77.6	34.3	82.3	117.0	31.3	108.8	85.9	40.7	661.2
May	1969†	22.6	10.3	53.1	78.5	38.0	82.5	108.2	30.3	109.2	82.0	40.0	654.6

* Preliminary. †Revised. ‡Refers to employment in hospitals and education and related services, welfare and religious organizations, and private households.

**Includes health services (except hospitals); motion picture and recreational services; services to business management; personal services (except domestic service) and miscellaneous services. ††Excludes non-civilian employees.

Basis: 1960 Standard Industrial Classification.

Source: Estimates of Employees by Province and Industry (DBS Cat. No. 72-008).

Table C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries		
	June 1970	May 1970	June 1969	June 1970	May 1970	June 1969
	(1961 = 100)			$	$	$
MINING, INCLUDING MILLING	119.3	115.9	111.7	161.32	162.35	145.62
Metals	111.2	108.1	102.9	163.57	164.62	143 58
Mineral fuels	110.4	110.3	103.1	168.25	168.45	160.59
Non-metals except fuels	141.5	136.8	128.7	144.72	145.96	130.09
Quarries and sand pits	116.5	105.4	114.5	139.82	140.02	134.97
Services incidental to mining	167.8	159.2	167.3	165.49	166.94	151.61
MANUFACTURING	125.3	122.8	128.9	133.40	132.39	122.63
Durable goods	135.0	133.2	141.1	143.97	142.27	131.75
Non-durable goods	117.5	114.4	119.0	123.56	123.07	113.86
Food and beverages	114.3	109.2	114.8	118.82	118.59	108.51
Foods	113.6	108.4	113.8	114.36	114.59	104.57
Beverages	118.9	113.8	120.5	145.73	142.66	131.97
Tobacco processing and products	85.7	91.7	90.8	154.47	148.41	132.53
Rubber products	110.4	108.7	127.6	138.94	139.83	125.67
Leather products	91.3	88.5	102.5	87.50	86.47	79.72
Textile products	115.9	112.5	123.2	110.37	111.61	101.11
Knitting mills	112.6	113.5	119.1	82.99	83.15	77.62
Clothing	110.3	108.0	110.0	80.66	81.34	74.64
Wood products	110.2	101.6	118.0	116.43	115.13	109.41
Furniture and fixtures	126.8	124.2	136.0	107.51	106.70	99.87
Paper and allied industries	126.2	120.1	125.4	151.59	148.72	142.62
Printing, publishing and allied industries	119.0	118.0	116.3	137.65	136.15	129.05
Primary metal industries	134.6	132.7	134.4	156.32	158.80	145.85
Metal fabricating industries	136.7	134.4	138.4	142.61	139.19	128.66
Machinery, except electrical	149.8	146.1	152.8	152.21	151.75	138.56
Transportation equipment	145.1	149.7	158.4	161.62	155.72	144.67
Electrical products	144.6	143.9	153.7	136.38	134.22	125.32
Non-metallic mineral products	117.5	114.4	122.1	142.06	140.18	132.91
Petroleum and coal products	109.8	108.2	106.9	188.45	192.94	177.33
Chemicals and chemical products	123.8	123.3	123.1	149.43	148.97	138.73
Miscellaneous manufacturing industries	151.6	150.3	149.9	114.33	114.13	104.35
CONSTRUCTION	119.8	112.4	121.6	167.15	166.38	147.80
Building	125.3	120.8	126.8	165.74	167.44	144.83
Engineering	110.5	98.0	112.5	168.64	164.12	153.33
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	114.3	112.4	115.2	142.28	141.86	131.18
Transportation	108.9	106.8	111.9	140.99	139.47	129.73
Storage	113.1	111.1	112.9	129.19	128.39	116.55
Communication	124.8	123.8	120.4	133.84	136.30	126.91
TRADE	139.1	138.4	136.6	102.07	100.11	95.00
Wholesale trade	133.5	132.5	130.0	127.35	126.53	118.29
Retail trade	142.1	141.7	140.2	89.05	86.56	83.12
FINANCE, INSURANCE AND REAL ESTATE	144.9	143.6	139.7	120.24	119.60	115.98
Financial institutions	149.4	148.3	144.1	116.02	116.22	113.94
Insurance and real estate	138.9	137.3	133.8	126.35	124.52	118.95
SERVICE	183.8	179.3	178.5	90.52	89.68	84.22
Recreational services	180.1	167.3	180.1	83.36	83.17	80.17
Business services	196.3	192.6	192.2	144.24	141.73	129.67
Personal services	167.2	163.6	162.8	66.62	66.01	63.05
Miscellaneous services	225.0	223.0	211.8	91.18	90.99	86.92
INDUSTRIAL COMPOSITE	129.6	126.7	130.2	127.17	126.07	117.61

* Latest figures subject to revision.
Note: Information for other industries is given in Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-5—Hours and Earnings, Hourly Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	June 1970	May 1970	June 1969	June 1970	May 1970	June 1969	June 1970	May 1970	June 1969
				$	$	$	$	$	$
MINING, INCLUDING MILLING	40.5	40.6	40.8	3.66	3.72	3.25	148.14	151.17	132.87
Metals	40.2	40.4	39.7	3.78	3.85	3.35	152.15	155.56	133.21
Mineral fuels	37.6	38.9	42.2	3.55	3.52	2.95	133.48	137.05	124.76
Non-metals, except fuels	41.5	41.3	40.8	3.28	3.35	3.02	136.11	138.19	123.38
Quarries and sand pits	45.6	45.6	47.9	2.99	2.98	2.79	136.33	135.78	133.60
Services incidental to mining	40.9	40.7	42.0	3.94	4.07	3.54	161.34	165.35	148.66
MANUFACTURING	40.1	40.0	40.2	3.02	2.99	2.78	120.87	119.69	111.83
Durable goods	40.6	40.3	40.7	3.27	3.24	2.99	132.56	130.64	121.75
Non-durable goods	39.6	39.7	39.6	2.77	2.74	2.57	109.55	108.91	101.76
Food and beverages	40.2	40.0	40.1	2.65	2.67	2.45	106.72	106.65	98.31
Foods	40.1	39.9	39.9	2.56	2.58	2.37	102.48	102.91	94.54
Beverages	41.4	40.3	41.4	3.33	3.33	3.05	138.06	134.14	126.40
Tobacco processing and products	38.0	39.0	37.0	3.69	3 47	3.21	140.56	135.27	118.82
Rubber products	41.4	41.3	40.5	3.14	3.20	2.88	130.09	132.10	116.65
Leather products	38.4	38.0	38.0	2.04	2.03	1.91	78.50	77.08	72.64
Textile products	40.2	40.9	40.8	2.39	2.38	2.19	96.06	97.16	89.15
Miscellaneous textiles	41.7	40.7	38.8	2.65	2.59	2.27	110.63	105.64	88.12
Knitting mills	39.4	40.1	40.1	1.83	1.80	1.71	72.14	72.36	68.66
Clothing	36.0	36.7	36.1	1.99	1.97	1.88	71.68	72.32	67.69
Wood products	38.5	38.2	39.0	2.83	2.80	2.66	109.06	107.11	103.90
Furniture and fixtures	40.0	40.3	41.3	2.42	2.39	2.21	96.93	96.50	91.08
Paper and allied industries	40.9	40.8	41.1	3.48	3.40	3.28	142.43	138.79	134.69
Pulp and Paper mills	41.1	40.9	41.4	3.75	3.68	3.58	154.31	150.44	147.94
Printing, publishing and allied industries	37.3	37.4	38.2	3.56	3.50	3.32	132.93	130.72	127.09
Primary metal industries	40.5	41.0	41.1	3.60	3.64	3.33	146.04	149.16	137.11
Iron and steel mills	40.2	41.0	40.7	3.80	3.83	3.41	152.59	157.29	139.07
Metal fabricating industries	41 2	40.5	41.1	3.27	3.23	2.95	134.80	131.09	121.31
Machinery, except electrical	40.9	40.8	40.8	3.40	3.34	3.14	139.03	136.48	128.21
Transportation equipment	41.5	40.8	40.4	3.64	3.55	3.30	150.78	144.87	133.13
Aircraft and parts	40.4	40.1	40.7	3.48	3.42	3.36	140.51	137.18	136.66
Motor vehicles	41.8	41.0	40.0	3.83	3.69	3.39	160.08	151.39	135.61
Assembling	42.6	42.3	40.7	4.28	4.03	3.69	181.98	170.57	150.38
Parts and accessories	41.6	40.2	38.9	3.56	3.51	3.21	147.80	140.97	124.87
Shipbuilding and repairing	40.2	39.7	41.2	3.46	3.49	3.24	139.30	138.36	133.30
Electrical products	39.4	39.0	40.1	2.97	2.93	2.71	116.96	114.41	108.71
Communications equipment	38.4	39.1	40.0	2.86	2.82	2.58	110.09	110.50	103.21
Non-metallic mineral products	42.8	42.0	43.4	3.13	3.12	2.96	133.80	131.19	128.73
Petroleum and coal products	41.5	43.4	43.4	4.13	4.25	3.74	171.41	184.11	162.36
Chemical and chemical products	41.3	41.1	40.9	3.17	3.19	2.97	130.91	130.89	121.25
Miscellaneous manufacturing industries	40.0	40.4	39.9	2.41	2.40	2.24	96.47	97.06	89.39
CONSTRUCTION	40.5	40.0	40.0	4.09	4.14	3.62	165.55	165.47	144.78
Building	38.4	38.5	37.8	4.27	4.31	3.74	163.96	165.90	141.52
General contractors	39.6	39.2	38.8	4.04	4.10	3.59	159.72	160.52	139.25
Special trade contractors	37.6	38.0	37.1	4.44	4.47	3.86	166.99	169.66	143.30
Engineering	44.5	43.2	44.0	3.79	3.81	3.43	168.66	164.53	150.99
Highways, bridges and streets	45.8	44.0	45.9	3.21	3.19	2.98	147.16	140.29	137.05
Other engineering	43.1	42.5	41.9	4.47	4.45	3.95	192.36	188.85	165.48
OTHER INDUSTRIES									
Urban transit	43.7	43.4	41.6	3.60	3.53	3.38	157.31	153.14	140.72
Highway and bridge maintenance	37.1	36.9	40.1	2.60	2.62	2.51	96.36	96.54	100.60
Laundries, cleaners and pressers	37.3	37.5	37.7	1.75	1.74	1.64	65.33	65.27	61.74
Hotels, restaurants and taverns	32.1	31.9	32.5	1.73	1.72	1.63	55.45	54.95	52.81

Latest figures subject to revision.
Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

Table C-6—Hours and Earnings, Hourly Rated Wage Earners in Manufacturing

Year and Month	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961 = 100)	
				Current Dollars	1961 Dollars
		$	$		
Average					
1964	41.0	2.02	82.96	111.4	106.3
1965	41.0	2.12	86.94	116.8	108.8
1966	40.8	2.25	91.65	123.1	110.5
1967	40.3	2.40	96.84	130.1	112.8
1968	40.3	2.58	104.00	139.7	116.2
1969	40.0	2.79	111.72	150.1	119.6
Last Pay Period in					
1969—June	40.2	2.78	111.83	150.2	118.8
July	39.9	2.77	110.57	148.5	117.0
August	40.1	2.78	111.37	149.6	118.2
September	40.7	2.82	114.89	154.3	121.7
October	40.4	2.84	114.87	154.3	121.1
November	40.4	2.88	116.18	156.1	122.0
December	37.2	2.92	108.68	146.0	113.9
1970—January	39.8	2.92	116.30	156.2	121.4
February	40.0	2.93	117.36	157.6	122.3
March	39.5	2.96	117.14	157.3	121.3
April	39.8	2.99	118.84	159.6	123.2
May*	40.0	2.99	119.69	160.8	123.8
June†	40.1	3.02	120.87	162.4	124.4

* Revised. † Preliminary.
Note: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see Man-Hours and Hourly Earnings, DBS.
Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

Table C-7—Hours and Earnings in Manufacturing, Hourly Rated Wage Earners, by Province

	Average Weekly Hours			Average Hourly Earnings*		
	June 1970	May 1970	June 1969	June 1970	May 1970	June 1969
				$	$	$
Newfoundland	43.1	42.4	45.3	2.36	2.42	2.10
Nova Scotia	39.8	39.9	40.6	2.43	2.45	2.15
New Brunswick	41.5	41.1	41.0	2.33	2.35	2.26
Québec	40.6	40.7	40.4	2.69	2.67	2.52
Ontario	40.3	40.1	40.3	3.20	3.18	2.92
Manitoba	39.5	39.4	39.9	2.72	2.70	2.45
Saskatchewan	40.4	39.9	39.7	3.12	3.15	2.89
Alberta	39.5	39.6	39.8	3.19	3.19	2.89
British Columbia	36.2	36.2	37.5	3.71	3.67	3.44

* Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave, if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.
Note: Information on hours and earnings by cities obtainable from Man-Hours and Hourly Earnings, DBS. Latest figures subject to revision.
Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is The Statistical Report on the Operation of the Unemployment Insurance Act (DBS Cat. No. 73-001). For further information regarding the nature of the data see Technical Note, page 503, July 1970 issue.

Table E-1—Estimates of the Insured Population Under the Unemployment Insurance Act

End of	Total	Employed	Claimants
1970—June	5,672,000	5,230,100	441,900
May	5,607,000	5,101,600	505,400
April	5,719,000	5,028,300	690,700
March	5,718,000	5,012,900	705,100
February	5,707,000	5,012,600	694,400
January	5,676,000	5,016,500	659,500
1969—December	5,638,000	5,101,300	536,700
November	5,596,000	5,246,800	349,200
October	5,518,000	5,238,000	280,000
September	5,518,000	5,258,400	259,600
August	5,514,000	5,246,300	267,700
July	5,469,000	5,190,400	278,600
June	5,511,000	5,234,100	276,900

Table E-4—Benefit Payments, by Province, July 1970

Province	Weeks Paid	Amount of Benefit Paid
Newfoundland	24,545	827,612
Prince Edward Island	3,606	109,808
Nova Scotia	39,560	1,266,879
New Brunswick	30,108	951,253
Québec	363,135	12,434,772
Ontario	479,167	16,795,354
Manitoba	40,991	1,321,496
Saskatchewan	28,561	953,501
Alberta	60,028	2,098,498
British Columbia	180,674	7,095,172
Total, Canada July 1970	1,250,375	43,854,345
Total, Canada, June 1970	1,144,371	40,509,358
Total, Canada, July 1969	778,677	24,787,402

Table E-3—Number of Initial and Renewal Claims Filed in Local Offices in each Province

Province	July 1970			July 1969		
	Total*	Initial	Renewal	Total	Initial	Renewal
Canada	148,431	103,094	45,337	120,888	84,957	35,931
Newfoundland	2,185	1,726	459	2,561	2,050	511
Prince Edward Island	529	425	104	400	297	103
Nova Scotia	4,075	2,920	1,155	3,421	2,577	844
New Brunswick	3,530	2,613	917	3,288	2,452	836
Québec	40,902	28,629	12,273	34,537	24,355	10,182
Ontario	63,773	43,612	20,161	57,033	38,767	18,266
Manitoba	3,820	3,026	794	2,766	2,192	574
Saskatchewan	2,524	1,928	596	2,114	1,540	574
Alberta	7,682	5,560	2,122	3,763	2,686	1,077
British Columbia	19,411	12,655	6,756	11,005	8,041	2,964

* In addition, revised claims received numbered 42,634.

Table E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at July 31, 1970

Province and sex	Total Claimants	Number of weeks on claim (based on 10 per cent sample)				Total claimants July 31, 1969
		1-4	5-13	14-26	27 or more*	
Canada	439,368	131,487	119,099	88,530	100,252	278,619
Male	282,834	93,018	76,482	55,692	57,642	167,755
Female	156,534	38,469	42,617	32,838	42,610	110,864
NEWFOUNDLAND	8,440	2,903	2,222	1,987	1,328	8,974
Male	6,389	1,980	1,853	1,597	959	7,058
Female	2,051	923	369	390	369	1,916
PRINCE EDWARD ISLAND	1,039	173	280	173	413	975
Male	682	109	198	102	273	623
Female	357	64	82	71	140	352
NOVA SCOTIA	10,977	2,192	2,962	2,858	2,965	11,449
Male	7,274	1,600	2,110	1,673	1,891	8,195
Female	3,703	592	852	1,185	1,074	3,254
NEW BRUNSWICK	10,409	3,088	2,394	2,221	2,706	9,429
Male	6,940	2,151	1,735	1,458	1,596	6,045
Female	3,469	937	659	763	1,110	3,384
QUÉBEC	127,675	26,257	33,653	29,726	38,039	85,883
Male	81,897	18,017	21,293	19,655	22,932	53,839
Female	45,778	8,240	12,360	10,071	15,107	32,044
ONTARIO	175,508	60,666	44,847	27,689	42,306	109,846
Male	107,387	42,955	25,773	16,108	22,551	63,852
Female	68,121	17,711	19,074	11,581	19,755	45,994
MANITOBA	11,664	3,595	3,266	2,868	1,935	8,254
Male	7,019	2,527	1,965	1,474	1,053	4,168
Female	4,645	1,068	1,301	1,394	882	4,086
SASKATCHEWAN	8,524	1,769	1,523	2,184	3,048	6,042
Male	5,282	1,056	1,004	1,373	1,849	3,363
Female	3,242	713	519	811	1,199	2,679
ALBERTA	20,400	8,603	5,712	4,637	1,448	9,753
Male	12,949	5,697	3,626	2,849	777	5,108
Female	7,451	2,906	2,086	1,788	671	4,645
BRITISH COLUMBIA	64,732	22,241	22,240	14,187	6,064	28,014
Male	47,015	16,926	16,925	9,403	3,761	15,504
Female	17,717	5,315	5,315	4,784	2,303	12,510

* The bulk of the cases in this group were on claim from 27-39 weeks.
Note: Values less than 50 subject to relatively large sampling variability.

F—Prices

Table F-1—Total and Main Components of the Consumer Price Index

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
				(1961 = 100)				
1965—Year	107.4	109.6	105.8	107.9	104.8	113.0	105.6	105.1
1966—Year	111.4	116.6	108.7	112.0	107.3	116.5	108.6	107.6
1967—Year	115.4	118.1	113.4	117.6	111.8	122.5	114.1	110.4
1968—Year	120.1	122.0	118.6	121.1	114.6	127.4	119.7	120.4
1969—Year	125.5	127.1	124.7	124.5	120.0	133.6	126.8	125.0
1969—August	126.9	130.6	125.4	125.0	120.5	134.2	127.6	126.4
September	126.6	128.5	125.7	125.2	120.9	135.0	128.0	126.4
October	126.8	127.8	126.4	126.1	120.9	136.1	128.1	126.4
November	127.4	128.8	126.9	126.3	121.8	136.4	128.5	126.3
December	127.9	129.8	127.6	126.4	122.0	136.8	128.1	126.3
1970—January	128.2	130.1	128.1	125.5	122.7	136.8	128.0	126.5
February	128.7	131.3	128.3	125.1	123.5	137.7	129.0	126.5
March	128.9	130.5	129.2	126.0	124.0	137.7	129.5	126.5
April	129.7	131.5	129.8	126.8	124.6	139.3	129.6	126.5
May	129.6	130.3	130.4	126.8	124.8	139.8	130.1	126.5
June	129.9	130.9	130.7	126.9	125.1	139.8	130.3	126.5
July	130.5	131.6	131.5	126.9	125.2	139.8	132.4	126.5
August	130.5	131.9	131.5	126.2	125.3	140.2	132.5	126.4
				(1949 = 100)				
August	168.6*							

* For an interim period the all-items index only will be published on both the 1961 and the 1949 base.
Note: 1957 weighted. Calculated by the Prices Division, DBS.

Table F-2—Consumer Price Indexes for Regional Cities of Canada—August, 1970

	All-Items			Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
	Aug. 70	July 70	Aug. 69							
					(1961 = 100)					
St. John's, Nfld.	122.6	122.3	120.6	124.7	115.2	129.4	116.4	132.6	112.4	143.9
Halifax	125.3	125.2	121.4	133.0	118.5	123.3	118.8	142.6	129.8	127.6
Saint John	124.0	123.8	121.6	130.9	115.5	128.6	120.8	134.7	130.1	126.3
Montreal	124.8	125.3	123.2	128.0	117.1	123.2	125.8	132.0	139.6	128.2
Ottawa	128.0	128.5	124.3	131.8	120.5	127.6	126.2	143.3	136.6	132.2
Toronto	127.7	127.8	125.8	129.3	121.4	129.2	131.8	140.9	127.4	130.3
Winnipeg	127.4	127.3	123.9	132.1	115.3	135.1	128.8	146.7	135.0	128.7
Saskatoon-Regina	122.4	122.4	120.7	130.2	114.2	127.8	117.0	128.1	129.1	122.1
Edmonton-Calgary	125.7	125.5	122.4	130.5	118.9	126.4	121.2	144.0	134.3	124.1
Vancouver	123.4	123.6	120.1	128.8	117.8	127.0	122.5	134.7	123.7	113.4

Note: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

Table G-1—Strikes and Lockouts, 1965-1970

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year: Strikes and Lockouts	Workers Involved	Duration in Man-Days: Man-Days	Duration in Man-Days: Per cent of Estimated Working Time
1965	478	501	171,870	2,349,870	0.17
1966	582	617	411,459	5,178,170	0.34
1967	498	522	252,018	3,974,760	0.25
1968	559	582	223,562	5,082,730	0.32
1969	566	595	306,799	8,057,060	0.48
*1969—September	29	96	61,497	1,126,750	0.81
October	37	112	73,930	1,112,570	0.76
November	33	90	49,404	402,010	0.30
December	19	67	11,719	138,290	0.10
*1970—January	17	57	8,428	102,840	0.08
February	34	70	13,551	120,990	0.09
March	31	68	16,619	166,060	0.12
April	52	97	50,469	633,900	0.44
May	54	101	88,938	1,263,830	0.93
June	23	94	72,736	1,112,920	0.73
July	52	119	98,037	1,153,680	0.75
August	38	111	70,835	675,320	0.46
September	26	73	45,437	637,850	0.45

* Preliminary.

Table G-2—Strikes and Lockouts, by Industry, September 1970, (Preliminary)

Industry	In Effect During Month: Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	—	—	—	—
Mines	1	1	80	480
Manufacturing	15	46	42,736	604,690
Construction	4	9	1,439	18,340
Transportation and utilities	2	4	156	1,110
Trade	2	5	254	4,820
Finance	—	—	—	—
Service	2	8	772	8,410
Public administration	—	—	—	—
All Industries	26	73	45,437	637,850

Table G-3—Strikes and Lockouts, by Jurisdiction, September 1970, (Preliminary)

Jurisdiction	In Effect During Month: Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	1	1	80	480
Prince Edward Island	—	—	—	—
Nova Scotia	—	4	600	5,800
New Brunswick	1	2	45	680
Québec	10	22	8,141	106,820
Ontario	11	25	28,583	375,490
Manitoba	—	1	267	1,340
Saskatchewan	—	3	487	4,730
Alberta	—	—	—	—
British Columbia	2	12	6,876	135,240
Federal	1	3	358	7,270
All Jurisdictions	26	73	45,437	637,850

Table G-4—Strikes and Lockouts Involving 100 or More Workers, September 1970, (Preliminary)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days Sept.	 Accumulated	Starting Date Termination Date	Major Issues Result
Manufacturing						
FOOD AND BEVERAGES						
*Acadian Fish and Booth's Fisheries Ltd., Mulgrave-Canso and Petit de Grat, N.S.	United Fishermen (Ind.)	245	6,370	37,490	Apr. 3 —	Union recognition—
Weston Bakeries Ltd. and McGavin Toastmaster Ltd. Winnipeg, Man.	Bakery Workers Loc. 389 (CLC)	267	1,340	12,290	July 5 Sept. 8	Wages, hours, other benefits—$15. a wk. increase first yr., $10. second yr. and $11. third yr.; improved pension benefits.
LEATHER						
T. Sissman Shoe Co., Aurora, Ont.	Food Workers Loc. 486 (AFL-CIO/CLC)	151	1,960	1,960	Sept. 14 —	Not reported—
CLOTHING						
Chateau Lingerie, Montreal, Qué.	Ladies' Garment Workers Loc. 438 (AFL-CIO/CLC)	154	3,230	18,320	Apr. 14 —	Wages, hours, working conditions —
WOOD						
Scierie Price (Shipshaw), St-David-de-Falardeau, Qué.	Building and Woodworkers' Federation (CNTU)	300	6,300	19,500	July 1 —	Wages, hours—
Scieries Murdock Ltée, St. Fulgence, Qué.	Building and Woodworkers' Federation (CNTU)	110	2,310	6,820	July 6 —	Wages, hours—
Skeena Kraft Ltd., Celgar Sawmill Div., Castlegar, B.C.	Woodworkers Loc. 1-405 (AFL-CIO/CLC)	382	8,020	18,330	July 24 —	Alleged grievances—
FURNITURE AND FIXTURES						
RCA Limited, Owen Sound, Ontario	Woodworkers Loc. 2499 (AFL-CIO/CLC)	340	7,140	11,560	Aug. 13 —	Wages, seniority—
New Castle Furniture, Montreal, Qué.	Upholsterers (AFL-CIO/CLC)	100	2,100	3,200	Aug. 17 —	Not reported—
PAPER						
Pulp and Paper Industrial Relations Bureau, Various locations, B.C.	Pulp and Paper Workers, various locals (Ind.)	3,908	78,160	183,680	July 24 Sept. 29	Wages, hours, other benefits—22.5% wage increases over a 3-yr. contract, other improved benefits.

Table G-4—Strikes and Lockouts Involving 100 or More Workers, September 1970, (Preliminary) (Cont.)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: Sept.	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Cie de Papier Rolland Ltée, St-Jérôme & Mont Rolland, Qué.	Papermakers Locs. 455 & 454 (AFL-CIO/CLC)	693	2,770	19,650	July 28 Sept. 8	Wages, working schedule—25¢ an hr. increase retroactive May 1, 1970, 25¢ May 1, 1971, mills operation on 7-day basis, other improved benefits.
Anglo Canadian Pulp & Paper Mills Ltd., Forestville, Qué.	Pulp and Paper Mill Workers Loc. 632 (AFL-CIO/CLC)	140	2,660	4,760	Aug. 11 Sept. 20	Not reported—Not reported
Prince Albert Pulp Co. Ltd., Prince Albert, Sask.	Pulp and Paper Mill Workers Loc. 403 (AFL-CIO/CLC)	325	1,300	5,850	Aug. 12 Sept. 5	Wages—Return of workers with signing of 3-yr. contract.
Compagnie Gaspesia Ltée, Chandler, Qué.	Pulp and Paper Mill Workers Loc. 455 (AFL-CIO/CLC) & Papermakers Loc. 858 (AFL-CIO/CLC)	706	14,830	18,360	Aug. 25 —	Wages, other benefits—
PRIMARY METALS						
Aluminum Co. of Canada Ltd., (Kitimat Works), Kitimat, B.C.	Steelworkers Loc. 5115 (AFL-CIO/CLC)	1,998	41,960	111,890	July 14 —	Wages, fringe benefits—
METAL FABRICATING						
Dominion Forge Co., Windsor, Ont.	Auto Workers Loc. 195 (CLC)	562	1,690	1,690	Sept. 3 Sept. 9	Disagreement over work standards—Return of workers.
MACHINERY						
Canadian Longyear, North Bay, Ont.	Machinists Loc. 2412 (AFL-CIO/CLC)	170	2,380	2,380	Sept. 11 —	Wages, fringe benefits—
Atlantic Dry Kiln Ltd., Rimouski, Qué.	Machinists Loc. 546 (AFL-CIO/CLC)	106	1,060	1,060	Sept. 17	Wages—
TRANSPORTATION EQUIPMENT						
Hawker Siddeley (Can) Ltd., Canadian Car, Fort William Division, Thunder Bay "F", Ont.	Auto Workers Loc. 1075 (CLC)	427	8,970	22,120	July 20 —	Wages, other benefits—
General Motors of Canada, Ste-Thérèse Ouest, Qué.	Auto Workers Loc. 1163 (CLC)	2,500	35,000	35,000	Sept. 11 —	Wages, other matters—
General Motors of Canada & subsidiaries Various locations, Ont.	Auto Workers Various locals (CLC)	24,500	311,300	311,300	Sept. 11 —	Wages, other benefits

Table G-4—Strikes and Lockouts Involving 100 or More Workers, September 1970, (Preliminary) (Cont.)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days Sept.	 Accumulated	Starting Date Termination Date	Major Issues Result
ELECTRICAL PRODUCTS						
Franklin Mfg. Co. Ltd., Galt, Ont.	Machinists Loc. 1246 (AFL-CIO/CLC)	375	7,880	45,010	Apr. 11 —	Wages, fringe benefits, grievance procedures, length of agreement —
Stewart Warner Corp. of Canada Ltd., Belleville, Ont.	Auto Workers Loc. 1538 (CLC)	130	650	12,220	Apr. 27 Sept. 9	Wages, other benefits—Wage increases, 42½ hrs. per wk. until Aug. 31, 1971, then 41½ hrs., 4 wks. vacation after 20 yrs., 1 extra paid statutory holiday, other improved benefits.
Canron Limited, Lachine, Qué.	Metallurgists, Miners and Chemical Workers Federation (CNTU)	800	16,800	26,400	Aug. 13 —	Wages, fringe benefits, job security—
John Inglis Co. Ltd., Stoney Creek, Ont.	Auto Workers Loc. 525 (CLC)	407	8,550	9,770	Aug. 27 —	Wages—
NON-METALLIC MINERAL PRODUCTS						
Pre-Con Murray Ltd., Brampton, Ont.	Labourers Loc. 506 (AFL-CIO/CLC)	146	3,070	9,500	June 30 —	Wages—
Quebec Ready Mix Inc., Québec area, Qué.	Building and Woodworkers' Federation (CNTU)	100	1,500	1,500	Sept. 10 —	Wages, hours, other benefits—
CHEMICAL PRODUCTS						
Les Industries Valcartier Inc., Valcartier & Bassin Louise, Qué.	Steelworkers Loc. 7114 (AFL-CIO/CLC)	1,286	11,570	11,570	Sept. 16 Sept. 29	Wages, other benefits—61½¢ an hr. increase for males, 44¢ an hr. for females spread over 3 yrs.; 3 wks. vacation after 9 years, 4 wks. after 15 yrs.; other improved benefits.
Canadian Industries Ltd., McMasterville, Qué.	Metallurgists, Miners and Chemical Workers Federation (CNTU)	545	1,090	1,090	Sept. 29 —	Wages—
Construction						
N.S. Construction Association, Halifax, N.S.	I.B.E.W. Loc. 625 (AFL-CIO/CLC)	400	1,600	12,000	July 27 Sept. 8	Negotiation of a new contract—$1.85 per hr. increase spread over a 3 yr. period; other improved benefits.
Mechanical Contractors Association in Waterloo, Various locations, Southern Ontario.	Plumbers Loc. 527 (AFL-CIO/CLC)	550	11,550	19,800	Aug. 11 —	Wages, other benefits—

Table G-4—Strikes and Lockouts Involving 100 or More Workers, September 1970, (Preliminary)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: Sept.	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Croft Metals, Halifax, N.S.	Painters Loc. 1439 (AFL-CIO/CLC)	100	2,100	2,200	Aug. 31 —	Wages—
Fording Coal Co. Ltd., Kootenay Engineering Co. Ltd., Fording River, B.C.	Various unions	180	540	540	Sept. 10 Sept. 15	Eleven points of contention being discussed by the unions and the employer—Return of workers, negotiations to continue.
Transportation and Utilities						
TRANSPORTATION						
Traverse Matane Godbout Ltée, Five St. Lawrence river ports, Qué.	Seafarers (CLC)	113	900	900	Sept. 23 —	Guaranteed 10 work months—
COMMUNICATION						
*Post Office Dept., Various centres, Canada (Rotating)	Council of Postal Unions (CLC)	—	—	215,510	May 26 Sept. 8	Wages, job security, other benefits—Wage increases, other improvements.
Service						
EDUCATION						
Selkirk College and four District Shcools, West Kootenay and Boundary districts, B.C.	Public Employees Various locals (CLC)	173	1,900	2,400	Aug. 24 Sept. 17	Wages, other matters—14% wage increases over a 2-yr. contract.
Ontario County Board of Education, Oshawa, Ont.	Public Employees Loc. 251 (CLC)	160	1,760	1,760	Sept. 9 Sept. 24	Wages, fringe benefits—8% wage increase the first yr., 7% second yr.; board assumes 60% of hospital, medical and group insurance eff. July 1, 1971; other benefits.
Commission scolaire Regionale Saguenay, Chicoutimi, Qué.	Municipal and School Employees' Federation (IND.)	250	750	750	Sept. 28 —	Not reported—

*Federal jurisdiction.

Canada Department of Labour Publications

Industrial Relations Research in Canada (annual). An inventory, compiled and published by the Canada Department of Labour, of industrial relations research undertaken by the Department, other government departments, academic institutions and private individuals. Free. Cat. No. L2-29/1969.

Economics and Research Branch

Labour Organizations in Canada (annual). Contains a brief commentary, the latest statistical data on union membership, and a directory of labour organizations with names of their principal officers, publications and the geographic distribution of their local branches in Canada. (English or French). Price $1.25, Cat. No. L2-2/1969.

Industrial and Geographic Distribution of Union Membership in Canada, 1969. (English or French). Price 15 cents, Cat. No. L31-769.

Strikes and Lockouts in Canada (annual). Furnishes a record of strikes and lockouts occurring in Canada during a year. Tables and related texts show strikes and lockouts by years, by areas, by industries, including time lost, number of workers involved, duration, etc. Price 50 cents, Cat. No. L2-1/1968.

Wage Rates, Salaries and Hours of Labour, 1969. An annual report published in loose-leaf form and followed later by a paperback volume. Contains the results of an annual survey at October 1 of occupational wage rates and standard hours of work in most industries. First-year service, including attractive binder with index tabs and paperback volume, $10.00; service without indexed binder, $7.50; individual tables, 15 cents. Paperback volume, $3.00. (Bilingual). Cat. No. L2-552.

Working Conditions in Canadian Industry, 1969. (Bilingual). Price $2.00, Cat. No. L2-15/1969.

Legislation Branch

Labour Relations Legislation in Canada. A comparative study of the federal and provincial Labour Relations Acts in Canada as they existed at the end of 1968. (A separate reprint, updating material in this publication, is available free on request). Price $3.50. Cat. No. L34-2069.

Labour Standards in Canada. Sets out standards in effect under federal and provincial labour laws regarding child labour, minimum wages, equal pay for equal work, hours of work, weekly rest day, annual vacations with pay, public holidays, fair employment practices, notice of termination of employment, maternity protection (new section) and workmen's compensation. (English or French). Price 75 cents, Cat. No. L2-7/1969.

Workmen's Compensation in Canada. Deals with compensation for employment injury, the basic principles underlying the system, and coverage of the provincial Acts as of December 31, 1967. (Information on changes in workmen's compensation laws is published yearly and is available free on request). 1969. (English or French). Price $1.00, Cat. No. L34-1969.

Occasional Papers

3 Wage Determination in Canada, by George Saunders, 1965. Price 50 cents, Cat. No. L2-26/3.

4 Studies in the Economics of Education, by Bruce W. Wilkinson, 1966. Price $2.50, Cat. No. L2-26/4.

5 Determination of the Appropriate Bargaining Unit by Labour Relations Boards in Canada, by Edward E. Herman, 1966. Price $3.50, Cat. No. L2-26/5.

6 Wages in Canada and the United States: an Analytical Comparison, by Allan A. Porter and others. Price $1.75, Cat. No. L2-26/6.

Women's Bureau

Women's Bureau '69. Three papers delivered by the Director of the Women's Bureau during 1969 in connection with problems related to the employment of women. (Bilingual). Free.

Working Mothers and Their Child-Care Arrangements. A statistical study of the number of working mothers, their work patterns, earnings and occupations; the number and ages of the children of working mothers; and the child care arrangements of working mothers by their work patterns, occupations and earnings. 1970. (English or French). Free.

Maternity Leave Policies. A special survey of maternity leave practices in Canadian industry. 1969. (Bilingual). Free.

Facts and Figures—Women in the Labour Force. 1969. (Bilingual). Free.

Part-Time Employment in Retail Trade. A study of the growth of part-time employment in Canada. 1969. (English or French). Free.

Women in the Public Service—Their Utilization and Employment, by Stanislaw Judek. Growth and composition of public service employment. Promotion, training and earnings. Regularity of employment. Some characteristics and problems of female public employees. 1968. (English or French). Free.

Women at Work in Canada. A fact book on the female labour force, their characteristics, occupations, earnings, working conditions and legislation affecting women workers. 1964. (English or French). Free.

Make cheque or post office money order **payable to the Receiver General of Canada.** Mail it to Information Canada, Ottawa. Publications marked "Free" may be ordered from the Publications Division, Canada Department of Labour.

CHICAGO PUBLIC LIB
DOCUMENTS DEPT.
78 EAST WASHINGT
ICAGO 2, ILL.

CANADA
POSTAGE PAID
PORT PAYÉ

If undelivered
return publication intact to:
Information Canada, Ottawa, Canada

The Labour Gazette

Official Journal Canada Department of Labour

Hon. Bryce Mackasey
Minister

J. D. Love
Deputy Minister

W. S. Drinkwater, Editor in Chief
Jack E. Nugent, Editor
Egide Dandenault, Editor, La Gazette du Travail
Frank L. Dubervill, Assistant Editor, Production and Promotion
R. W. Wilkinson, Kathleen E. Whitehurst, Anne Strang, George F. Sanderson, Liliana Sarda, Staff Writers

THE LABOUR GAZETTE and LA GAZETTE DU TRAVAIL, published monthly by the Canada Department of Labour, Public Relations and Information Services Branch, R. Brian O'Regan, Director, are listed in the Canadian Periodical Index and the Current Contents, Behavioral, Social and Management Sciences.

CORRESPONDENCE—Address letters dealing with editorial matters to the Editor, The Labour Gazette.

SUBSCRIPTIONS—Canada: $3 a year, single copies 50 cents; all other countries: $5 a year, single copies 50 cents.
Send remittance by cheque or post office money order, payable to the Receiver General of Canada, to Information Canada, Publishing Division, Ottawa, Canada. All subscriptions payable in advance.

BOUND VOLUMES—$5 a copy delivered in Canada, $7 a copy to other countries.

CHANGE OF ADDRESS—Send your new address, together with your old address label, to Information Canada, Publishing Division, Ottawa, Canada.

© Information Canada, Ottawa, 1970

LOCAL NO. 225 LPIU OTTAWA